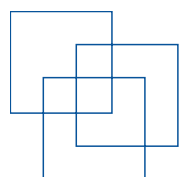




# An Impact Assessment of Career Guidance Services for Technical School Students

Provided by the ILO and the GIZ Project for Employment Promotion



# Imprint

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## About the GIZ

The wide range of services offered by the “Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH” are based on a wealth of regional and technical expertise and on tried and tested management know-how. GIZ is a German federal enterprise that offers workable, sustainable and effective solutions in political and social change processes.

Most of the GIZ's work is commissioned by the German Federal Ministry for Economic Co-operation and Development (BMZ). However, GIZ also operates on behalf of other German ministries and public and private bodies in Germany and abroad. These include governments of other countries, the European Commission, the United Nations and the World Bank. GIZ is equally committed to helping its clients in the private sector in attaining their goals.

GIZ operates throughout Germany and in more than 130 countries worldwide. Its registered offices are located in Bonn and Eschborn (Germany) and the staff members amount to more than 16,000 employees around the globe, some 70% of whom are employed locally as national personnel. GIZ's business volume was about EUR 2.1 billion on 31 December 2012.

For further information about Egypt's projects' portfolio, please visit <http://www.giz.de/en/worldwide/319.html>.

### About the “Employment Promotion Project” (EPP)

On behalf of the German Government, the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH has been implementing the Employment Promotion Project (EPP) in Egypt. The GIZ's Employment Promotion Project (EPP) has the objective that: technical and vocational education students and unemployed youth are better prepared for the demands of the labour market. The project builds on the experiences and successes of EPP I (2011-2015). In the first phase, EPP focused on strengthening public and private actors to jointly formulate, coordinate, implement and evaluate instruments to promote youth employment. EPP provided technical advice, training and other capacity development measures to private and public stakeholders, relevant for employment promotion in Egypt. The second phase of the Employment Promotion Project (EPP) in Egypt focuses on the dissemination and institutionalization of successful activities, including career guidance in technical secondary schools, regional labour market observatories, and the national dialogue on youth employment promotion. Other activities to promote youth employment include entrepreneurship education, job fairs and enhancing the image of TVET. The foreseen term of the project is three years (from January 2016 to December 2018). EPP operates nationwide.

For further information about EPP's activities, please visit <http://epp-egypt.net/>

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## About the ILO

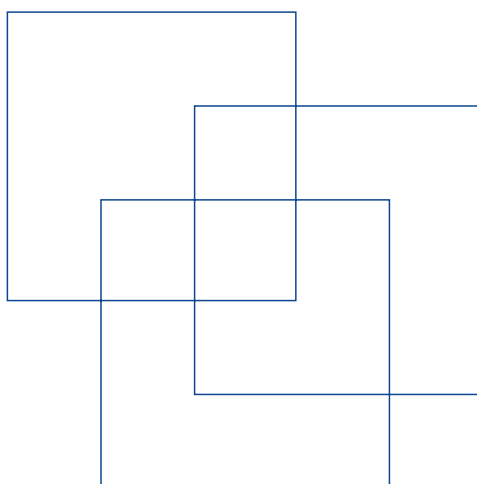
The only tripartite U.N. agency, since 1919 the ILO brings together governments, employers and workers representatives of 187 member States, to set labour standards, develop policies and devise programmes promoting decent work for all women and men.

The unique tripartite structure of the ILO gives an equal voice to workers, employers and governments to ensure that the views of the social partners are closely reflected in labour standards and in shaping policies and programmes. The main aims of the ILO are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues.

The ILO was founded in 1919, in the wake of a destructive war, to pursue a vision based on the premise that universal, lasting peace can be established only if it is based on social justice. The ILO became the first specialized agency of the UN in 1946. In 2014-15, the ILO operated regular budget resources of around US\$600 million and \$400 million of extra-budgetary resources.

### About the ILO's technical portfolio in Egypt

In Egypt, the ILO's portfolio focuses on social dialogue, social protection and employment for young people and women. A number of technical cooperation projects support the issue of career guidance and counseling, namely the Transition to Employment project funded by the Egyptian-Italian Debt-Swap program from 2008-2016, and the Decent Jobs for Egypt's Young People project, funded by Global Affairs Canada, from 2011-2018. They focus on capacity building of counselors at the Ministry of Manpower's Public Employment Services, introduce innovative Active Labour Market Programmes such as Job Search Clubs at the Youth Centres of the Ministry of Youth and Sports, and support the Ministry of Education and Technical Education in the introduction of career guidance services and entrepreneurship education in technical secondary schools.





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## Executive Summary

In January 2012 the Egyptian Ministry of Education's (MoE) technical sector introduced curriculum-based career guidance services in a number of technical secondary schools (TSS) in Egypt with the support of the German government, implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) and the International Labour Organization (ILO). With the backing of both institutions, career guidance material for students and teachers were developed, teachers and facilitators were trained, and a group of students in each school received the career guidance lessons as part of their classes or after school extra circular activities.

The objective of this report is to assess the impact of the career guidance services provided throughout the past years on enhancing the employability of technical secondary school graduates, their employment status, and their perception of the labour market and career opportunities. In addition, this report assesses the beneficiaries' satisfaction with career guidance services provided by the GIZ and the ILO as a first step towards the institutionalization of career guidance services and including them in the regular curriculum of technical secondary schools.

A survey was carried out comprising a sample of 19 schools selected by the MOE, the ILO, and the GIZ, out of which 14 schools received the GIZ program, and five schools received the ILO program. The schools are well distributed across Egypt and are located in the governorates of Cairo, Giza, Port-Said, Menoufeya, Kafr El-Shiekh, Beni-Suef, El-Fayoum, Alexandria, and Ismailia.

The results of the impact assessment are based on a survey which was conducted with a sample of beneficiaries (treatment group) and non-beneficiaries (comparison group) from different technical secondary schools. The schools were selected based on geographical distribution, school type (technical secondary school (TSS), the five year system and the dual system)<sup>1</sup>, and different career guidance approaches and their mode of delivery (ILO, GIZ full curriculum, GIZ last year, GIZ condensed curriculum).

The survey was based on telephone interviews with 1,343 respondents (540 beneficiaries and 803 non-beneficiaries)<sup>2</sup>. A baseline survey was also used for both the target group and a control group approximately six months after graduation in June 2015, to enable the comparison between both groups and draw conclusions on the impact of career guidance services. The following are the survey's notable findings:

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<sup>1</sup> The three school types include (i) standard three-year technical secondary schools delivering technical education through school-based teaching, (ii) five-year technical schools leading to a post-secondary diploma, also delivering education through school-based teaching, and (iii) dual system schools, formerly known as Mubarak-Kohl schools teaching students for two days per week while 4 days per week are spent within a company. Students sign an apprenticeship contract with the employer and receive a small wage and/or other benefits from the employer.

<sup>2</sup> The number of completed interviews for beneficiaries and non-beneficiaries in all schools (total) should allow for detecting 9-10 per cent absolute difference with up to 80 per cent power and 0.5 per cent significance, where  $p = 0.5$ .

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## 1: Beneficiaries' assessment of career guidance services

- » Results of the graduates' assessment of the career guidance services they received show that 94 per cent of the beneficiaries were satisfied with the services and rate them as beneficial or very beneficial, whereas only 6 per cent rate them as not beneficial. An even higher percentage of the career guidance service recipients (97 per cent) affirmed that they would recommend career guidance services to others.
- » Almost one-quarter (24 per cent) of beneficiaries interviewed believed that job search and application skills are the most important skills acquired from the career guidance programs, followed by self-confidence (17 per cent).
- » The majority of beneficiaries (89 per cent) stated that career guidance helped them achieve some of their personal goals by boosting their self-confidence, and taught them how to behave in a job interview. Beneficiaries also stated that career guidance taught them how to make career decisions (88 per cent), helped them identify their strengths (87 per cent), and enhanced their ability to become more informed about available job opportunities in the labour market (79 per cent).
- » The vast majority of beneficiaries (85 per cent) also stated that they experienced no problems or drawbacks in the career guidance program. A detailed analysis of the mentioned problems by the remaining 15 per cent is presented in the first section of the report, along with recommendations.

## 2: The employability of graduates

The survey aims to assess the impact of career guidance services on beneficiaries' employability by asking graduates (beneficiaries and control group) about their perceptions of their own employability skills and competencies. The survey also asked graduates how career guidance services encouraged them to take actual initiatives to improve their employability (e.g. learning new skills and languages). The findings are summarized as follows:

- » Beneficiaries of the career guidance program tended to give themselves higher ratings than non-beneficiaries regarding their ability to identify their strengths and weaknesses, their respect for different and opposing opinions, ability to work within teams, and ability to identify their interests.
- » A higher share of beneficiaries (86 per cent) were found to have a career goal they aimed to achieve in the next three years, compared to non-beneficiaries (77 per cent).
- » More beneficiaries (26 per cent) were found to have a curriculum vitae (CV) in comparison to non-beneficiaries (18 per cent).
- » The share of graduates who claimed to be able to fill in a job application form was found to be higher among career guidance beneficiaries (85 per cent) than non-beneficiaries (68 per cent).
- » It was found that career guidance programs may have a positive influence on student's motivation to seek further learning, with one-quarter (25 per cent) of beneficiaries claiming that they taught themselves a skill or a new language, compared to 14 per cent of non-beneficiaries.
- » More beneficiaries of career guidance services have attended training courses after graduation (8 per cent), compared to non-beneficiaries (4 per cent).



### 3: Employment status of graduates six months after graduation

Since one of the main goals of the impact assessment is to evaluate how career guidance services have affected the employment status of beneficiaries, the survey includes a group of questions that measure the employment status of beneficiaries and non-beneficiaries six months after their graduation. Despite the fact that the employment outcome does not show a significant difference between beneficiaries and non-beneficiaries, the results do indicate some differences with regards to the quality employment obtained, with beneficiaries found to be in better quality jobs. The following is a summary of the employment status findings of the sample six months post graduation:

- » There did not appear to be significant differences in the employment status between beneficiaries and non-beneficiaries. A total of 41 per cent of beneficiaries who graduated from technical secondary schools were found to be employed, while 13 per cent were unemployed and 46 per cent were out of the labour market. In comparison, 44 per cent of non-beneficiary technical school graduates were found to be employed, while 7 per cent were unemployed and 49 per cent out of the labour force.
- » Of those that were out of the labour market, 40 per cent of beneficiaries were continuing their education, compared to 26 per cent of non-beneficiaries.
- » The majority of employed beneficiaries (74 per cent) were employed in the private sector, compared to 63 per cent of non-beneficiaries.
- » Beneficiaries were found to be mostly employed in the service sector followed by the industrial sector, whereas non-beneficiaries were more likely to be employed in the industrial sector followed by the service sector.
- » Although contracts were not found to be commonly signed, a slightly higher percentage of beneficiaries (14 per cent) had signed a job contract, compared with 11 per cent of non-beneficiaries.
- » A higher share of beneficiaries were found to receive work benefits (a job contract, medical insurance, social insurance, and nursery for worker's children). On the other hand, more non-beneficiaries were employed in companies that offered fixed salaries.
- » 46% of beneficiaries and 49% of non-beneficiaries are out of the labour market; 40% out of beneficiaries who are out of the labour force chose to continue their education, compared to 26% of non-beneficiaries.

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## 4: Youth awareness of career opportunities in the labour market

The survey contains a group of questions that aim to assess whether or not career guidance has altered the perception of the labour market for both employed and unemployed graduates<sup>3</sup>. The survey findings indicated that beneficiaries tend to have a more optimistic view towards the availability of jobs in the labour market, with a greater number of them believing it is easy to find a job that matches their qualifications in their governorate, or in the public and/or private sector. The findings can be summarized as follows:

- » Employed non-beneficiaries were found to be 5 per cent more confident than beneficiaries that they could maintain their current position.
- » Employed beneficiaries were found to be 7 per cent more confident than non-beneficiaries that they could find a new job if they leave their current position.
- » Unemployed beneficiaries were also more confident about finding a job than unemployed non-beneficiaries.
- » When asked about specific labour legislation provisions, 60 per cent of beneficiaries were able to state the correct number of legal working hours (8 hours per day) compared to 47 per cent of non-beneficiaries.

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<sup>3</sup> Those out of the labour force were excluded as they were not actively searching for a job at the time the survey was conducted, and therefore it was assumed that they were not fully aware of recent developments in the labour market.

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## Introduction

The structural mismatch between the education system and the labour market in Egypt results in slow School-to-Work transitions. In turn, this leads to high rates of youth unemployment and underemployment, some of the key challenges facing the socio-economic development of Egypt. Career guidance is one of the most important school-to-work-transition services that aim to empower youth to better understand their skills and make well-informed career decisions. It increases the self-awareness of students with regards to their talents, skills, interests and strengths and teaches them how to explore opportunities in the labour market and access available labour market information. Career guidance also aims to support the transition into labour market by coaching students how to search for jobs, assess available opportunities, and apply for jobs they believe meet their qualifications and suit their aspirations.

International experience shows that career guidance services contribute to better human capital and improves the allocation of youth in the labour market, thus enhancing productivity and economic growth. In 2014, the ILO undertook a survey entitled “Labour market transitions of young women and men in Egypt” which highlighted the importance of providing youth with labour market information, job searching mechanisms, and career guidance services in Egypt. The survey also addressed the importance of career guidance in directing youth towards vocational jobs with higher demand<sup>4</sup>.

The objective of this report is to assess the impact of the career guidance services that have been provided since 2011 by the Egyptian Ministry of Education's technical education sector with the support of the GLZ's Employment Promotion Program and the ILO's Transition to Employment Project. This report presents the main findings of the impact assessment survey conducted in 2015, analyzes the different responses of beneficiaries and non-beneficiaries, and draws conclusions related to the impact of career guidance on technical secondary school graduates.

The first section presents the beneficiaries' evaluations of career guidance services and their recommendations for future improvement. The second section of the report examines beneficiaries and non-beneficiaries' employability based on several indicators as well as respondents' assessments of their own employability. The third section looks at the employment of graduates, focusing on their employment status as well as the characteristics and quality of their current positions and job satisfaction. The fourth and final section evaluate how far career guidance has affected the graduates' awareness of the labour market and their approaches towards the job market by presenting graduates' perceptions of labour market needs and career opportunities.

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4 Barsoum, G., Ramadan, M. and Mostafa, M. 2014. Labour market transitions of young women and men in Egypt, ILO, Geneva. [http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms\\_247596.pdf](http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms_247596.pdf).

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## GLZ and ILO career guidance services

The GLZ, through its career guidance services, aims to empower youth to make informed career decisions and facilitate their quick integration in the labour market after graduation. In the GLZ's career education program, participants adopt tools that help them engage in a life-long learning process, and improve their capacities to make educational, training and occupational choices and to manage their careers.

The GLZ-supported approach encompasses three primary modules: (1) self-awareness, (2) opportunity awareness, and (3) transition to work. Combined, the modules encourage participants to discover their strengths and motives, in addition to boosting their ability to make informed career decisions, formulate short-term objectives, and manage their labour market. The modules also assist participants to recognize labour market rules and requirements and balance their rights and obligations in accordance to the Egyptian labour laws.

This service is provided in the form of group sessions that are taught regularly by teachers (referred to as facilitators). The sessions are based on participant-centered active learning methods and teaching strategies that include activities, songs, and watching and discussing movies.

The service can be provided in one of three different modes of delivery:

- » Full curriculum: A total of 60 hours as an extra-curricular activity during school hours over the period of three years.
- » Last year: 21 hours as an extra-curricular activity during school hours provided in the last year before graduation.
- » Condensed class: 15-18 hours as a condensed version of the services provided in 3 full days to students in their last year before graduation.

The ILO career guidance service aims to provide participants with job-related information, career information, job market trends, learning opportunities, available job opportunities both nationally and internationally, and career life characteristics. In addition, the ILO career guidance service aims to teach participants planning and decision-making skills, as well as encouraging self-awareness, self-assessment, recognition of the skills they require and career goal-setting. The service also includes guidelines on job-interviewing and CV writing.

The ILO service consists of four parts:

- (1) Motives and how to make career decisions (e.g. reasons for working while studying).
- (2) How to realistically assess their skills and abilities (e.g. know what skills they lack, what motivates and are of interest to them, and which working environments they can adapt and feel satisfied with).
- (3) The processes and steps involved in searching for a job, writing a CV, preparing for job interviews and networking.
- (4) Information related to job offers, job contracts and how to negotiate them.

This ILO-supported approach was taught to students as part of the "activity" subject in their last year before graduating (16 hours, one lesson per week for 16 weeks).

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# Methodological approach

## 1. Questionnaire design

To assess how far the career guidance services achieved their objectives, a questionnaire was designed by GISR Institution for Survey Research, ILO, GlZ and a technical committee from the Ministry of Education. Prior to the questionnaire design, the research team reviewed the literature on youth employability, previous impact assessments, and a tracer study guide prepared by the ILO in collaboration with the European Training Foundation and Cedefop in 2015.

The questionnaire was administered to beneficiaries of the career guidance program from a sample of schools selected for this study, and a sample of non-beneficiaries from the same schools. Questions in the questionnaire are classified as follows:

Section One: Questions on respondents' personal information to explore correlations among variables and different demographics. This section ensures that respondents came from similar backgrounds and are therefore comparable.

Section Two: Questions on beneficiaries and non-beneficiaries' employability. This section includes two parts, the first part asks respondents to assess some of their own employability-enhancing skills and competencies, and the second part examines the respondents' initiatives to improve their own employability.

Section Three: Questions that trace the employment outcomes of respondents and classifies them as (1) out of the labour force (2) unemployed; or (3) employed six months after graduation. This section looks into the details of the employment obtained by graduates examining its type, quality and the respondent's level of job satisfaction.

Section Four: Questions that capture respondents' perceptions of the labour market and career opportunities. These questions aim to assess whether or not career guidance has changed the graduates' perception of the labour market.

Section Five: Questions that examine the beneficiaries' level of satisfaction with the career guidance services and what they have learnt from them.

The questionnaire was pre-tested on a sample of 70 graduates and modified accordingly.

## 2. Sampling and data collection:

### a. Targeted Population

Nineteen schools were selected by the Ministry of Education, the ILO, and the GIZ to be used in the survey (14 schools which received the GIZ program and 5 schools which received the ILO program). The selection ensured representation of different regions, career guidance approaches and duration, as well as both male and female graduates.

The following is an overview of the governorates from which schools were included in the sample.

of career guidance services in their respective governorates. This committee was mandated to review the questionnaire and support the research team in the data collection phase.

The GIZ provided the data on the beneficiaries that received their career service program, except for Roshdy Industrial School, and Sadat Industrial - District 8, which were provided by the Ministry of Education. All other data was provided by the Ministry of Education.

### Overview of governorates included in the sample



The technical committee formed in the technical sector of the Ministry of Education was headed by the head of the central department of the technical education sector. This committee was comprised of Ministry of Education staff, including staff of the school to work transition unit, and other central level Ministry staff, in addition to other members at the governorate level who were involved in the provision

### b. Sampling design and implementation

A simple stratified sample was drawn from a list of graduates with available telephone numbers from the 19 schools included in the sample (beneficiaries and non-beneficiaries). Based on the assumption that there are no significant differences between students with and without telephone numbers, the



sample did not include graduates whose telephone numbers were not available. A total sample of 3,110 was drawn from a total population of 4,978 beneficiaries and non-beneficiaries. A total sample of 3,110 was drawn from a total population of 4,978 beneficiaries and non-beneficiaries.

In 16 out of the 19 schools, all 854 graduates who were career guidance beneficiaries (775 GIZ and 79 ILO beneficiaries) were contacted via telephone. A random sample of 1,674 non-beneficiaries (1,491 from GIZ schools and 183 from ILO schools) were selected and contacted.

In the remaining three schools (Mohamed Ali School, El-Salam El-Zokhrofeya and Mohamed Ossama), immediate classification as beneficiaries and non-beneficiaries was not possible due to lack of information. In these cases, the entire schools were considered as a stratum from which a random sample of 582 students were selected. The graduates were screened during data collection and subsequently classified as either beneficiaries or non-beneficiaries.

Table (2) below shows the number of beneficiaries and non-beneficiaries with available telephone numbers from each school that the sample was drawn. The table also shows the number of sampled graduates and the number of completed interviews. Out of 775 sampled GIZ beneficiaries, 477 completed the interview (62 per cent completion rate), and out of 1,491 non-beneficiaries, 594 students completed the interviews (40 per cent completion rate). Out of 844

graduates from the ILO schools, 272 completed the interview (32.2 per cent completion rate) comprising of 209 non-beneficiaries and 63 beneficiaries.

The sampling takes into consideration the total number of graduates from each school, the distribution of the sampled students according to the school and the beneficiary status, so that a sufficient number of completed interviews were achieved within each geographic region and for each of the GIZ and ILO programs.

The sample size for non-beneficiary students was determined to allow for a comparison between beneficiaries and non-beneficiaries on the overall level or on the regional level. As indicated in Table (3), the number of completed interviews for beneficiaries and non-beneficiaries in all schools (total), in technical secondary schools and in the GIZ program schools, should allow for detecting 9-10 per cent absolute difference with up to 80 per cent power and 0.5 per cent significance, where  $p = 0.5$ . The detectable differences vary among different regions, ranging from 15 per cent absolute difference in Greater Cairo to 25 per cent absolute difference in Suez region.

**Table (2): Number of graduates with telephone numbers, sampled graduates completed interviews and completion rate in each school**

School/program	Graduates with phone numbers		Sampled graduates		Completed interviews		Completion rate	
GIZ	Beneficiaries	Non-beneficiaries	Beneficiaries	Non-beneficiaries	Beneficiaries	Non-beneficiaries	Beneficiaries	Non-beneficiaries
Al Abbaseya Commercial School	28	245	28	98	17	43	61%	44%
Ghamra Industrial School	175	524	154	315	74	176	48%	56%
Industrial District 6	33	97	33	97	25	49	76%	51%
Industrial District 11	40	51	40	51	34	23	85%	45%
Roshdy Industrial School for Girls	36	143	36	48	17	5	47%	10%
Al Zohor Industrial School for Girls	21	223	21	54	8	23	38%	43%
Sadat Industrial School Dist. 1	55	185	55	164	37	41	67%	25%
Dual system Sadat Industrial School Dist. 8	54	9	54	9	43	4	80%	44%
Desouq Agricultural School	111	760	101	212	62	86	61%	41%
Al Hamoul Commercial School for Girls	72	46	72	46	47	11	65%	24%
Ebshna Technical School for Girls	40	2	37	2	27	2	73%	100%
Beni-Suef Technical School for Girls	25	83	25	83	11	33	44%	40%
The new Technical School in Fayoum	74	818	74	250	46	61	62%	24%
Al-Fayoum Advanced Hotel School	45	62	45	62	29	37	64%	60%
GIZ Total	809	3204	775	1491	477	594	62%	40%

School/ program	Graduates with phone numbers		Sampled graduates		Completed interviews		Completion rate	
	Beneficiaries	Non- beneficiaries	Beneficiaries	Non- beneficiaries	Beneficiaries	Non- beneficiaries	Beneficiaries	Non- beneficiaries
ILO								
El-Tal Elkebeer Commercial	59	38	41	57	10	28	24%	49%
Ismailia Ag- ricultural	64	151	38	126	12	66	32%	52%
El-Salam ElZokhro- feya	79*		79*		6	28	43%	
Mohamed Osama Commercial School	370*		370*		28	45	19%	
Mohamed Ali Al Zokhrofia School	204*		133*		7	42	37%	
ILO Total	965		844		63	209	32.2%	
Total	4978		3110		1343		43.2%	

\*Beneficiary status was not available in the student list provided beforehand. It was determined during the interview.

**Table (3): The number of completed interviews for beneficiaries and non-beneficiaries by school type, region and service provider**

	Completed interviews with beneficiaries	Completed interviews with non-beneficiaries	Significance/ meaningfulness
School type			
Technical secondary school of school-based 3 year education	407	690	Can detect 10% difference with 85% power (p = 0.5)
Technical secondary school of 3 year dual education	104	76	Can detect 22% difference with 80% power (p = 0.5)
Technical secondary school of school-based 5 year education	29	37	NA
Region*			
Greater Cairo	179	337	Can detect 15% difference with 82% power (p = 0.5)
Upper Egypt	111	132	Can detect 18% difference with 80% power (p = 0.5)
Lower Egypt	185	141	Can detect 17% difference with 83% power (p = 0.5)
Suez Region	65	193	Can detect 25% difference with 82% power (p = 0.5)
Service provider			
GIZ	477	594	Can detect 9% difference with 80% power (p = 0.5)
ILO	63	209	Can detect 25% difference with 82% power (p = 0.5)
Gender			
Male	271	479	Can detect 12% difference with 80% power (p = 0.5)
Female	269	324	Can detect 12% difference with 80% power (p = 0.5)
Total	540	803	Can detect 9% difference with 84% power (p = 0.5)

\* Greater Cairo (Cairo, Giza), Suez Region incl. Alex (Alexandria, Port Said, Ismailia), Lower Egypt (Menofiah, Kafr El Sheikh), Upper Egypt (Beni-Suef, El-Fayoum).

Given that the stratified sample was neither proportionally distributed among the schools nor according to the beneficiary status, sampling weights were required to ensure unbiased survey results. The sampling weights were determined based on sampling probabilities which were calculated for each stratum where the sampling strata are the schools by the beneficiary status. The selection probability for stratum  $h$  is  $n_h/N_h$ , where  $n_h$  is the total number of students selected from stratum  $h$  and  $N_h$  is the total number of students with telephone numbers in stratum  $h$ . The sampling weight for each student in stratum  $h$  is the inverse of its selection probability  $N_h/n_h$ . The sampling weights were adjusted to compensate for students who refused to participate in the survey as well as those that were not contacted for any reason, such as busy numbers, no answers or wrong numbers. The final weights were calculated by normalizing the non-responses adjusted sampling weights so that the un-weighted number of completed interviews was equal to the weighted number of completed interviews.

#### c. Modes of data collection:

The mode of data collection was telephone interviews. This method was utilized due to efficiency in terms of time and cost, following the successful pre-test results using telephone interviews.

#### d. Data collection process:

The data collection process started on 22 January 2016 and was completed on 11 March 2016. The data collection team included 14 researchers who received a seven-day training in January 2016 that included a technical briefing on the career guidance services, the

objective of the study and training on the questionnaire with a detailed discussion of each question, how it should be asked and its main objective. The training also included:

- » Survey research ethics
- » How to introduce the survey to participants
- » How to respond to questions by graduates
- » How to prepare for possible challenges and problematic situations
- » How to probe without impacting survey responses.

A training manual that included all of the above topics was prepared and given to all researchers to read and study before starting the data collection. A call back to a sample of respondents was done to ensure the quality of the researchers' work.

Upon completion of the data collection phase, a data collection protocol was prepared and delivered to the GIZ and ILO.

#### e. Statistical analysis:

The data are entered and analyzed using Statistical Package for Social Sciences (SPSS). A qualitative analysis was also conducted for open-ended questions. To ensure high quality, the analysis was done independently by two statistical researchers and the statistical file was subsequently reviewed by a senior statistician.

## Demographics and characteristics

The characteristics of the survey respondents are as follows:

**Table (4): Respondents' demographics**

Completed interviews with beneficiaries	Completed interviews with non-beneficiaries	Percentage (%)
Age	17- 18	32
	19	50
	20- 21	16
	22 years +	2
Gender	Male	45
	Female	55
Geographical region*	Greater Cairo	32
	Upper Egypt	23
	Lower Egypt	26
	Suez Region	19
School type	Technical secondary school of school-based 3 year education	92
	Technical secondary school of 3 year dual education	6
	Technical secondary school of school-based 5 year education	2
Area of residence	Urban	66
	Rural	34
Service provider	GIZ	80
	ILO	20
Monthly house-hold income	Less than 500 EGP	4
	500 to less than 1000 EGP	11
	1000 to less than 1500 EGP	16
	1500 to less than 2000 EGP	21
	2000 to less than 3000 EGP	15
	3000 EGP or more	11
	Refused to respond	3
	No fixed income	1
	Can not specify	18



Completed interviews with beneficiaries	Completed interviews with non-beneficiaries	Percentage (%)
Father's level of education	Illiterate	13
	Less than primary	8
	Primary-preparatory	27
	High school	33
	Above intermediate	4
	University graduate	8
	Post graduate	0
	Refused to respond	2
	Do not remember/ do not know	5
Mother's level of education	Illiterate	30
	Less than primary	10
	Primary-preparatory	21
	High school	29
	Above intermediate	2
	University graduate	3
	Post graduate	0
	Refused to respond	3
	Do not remember/ do not know	2

\* Greater Cairo: Cairo, Giza, Suez Region: Alexandria, Port Said, Ismailia, Lower Egypt: Menofiah, Kafr El Sheikh, Upper Egypt: Beni-Suef, El-Fayoum.

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## Limitations and challenges

The research team encountered a number of limitations during the data collection phase, which affected the timeframe of the assignment. Such limitations included:

- » The non-availability of some graduates' contact information affected the time frame of the assignment and in some cases affected the sampling, as some schools had to be removed from the sample altogether due to the lack of sufficient data.
- » The low response rate in some areas (e.g. Upper Egypt) also affected the time frame of the assignment and required the team to add new schools to the sample in order to ensure reliable results that allowed comparison.
- » The low response rate in other cases did not allow for a disaggregated comparison between beneficiaries and non-beneficiaries in the ILO schools, five-year school system, and the Suez region, therefore direct comparison of beneficiaries and non-beneficiaries was not included for these categories.
- » In some cases, a long time period had passed since graduates had received career guidance services as some students had received the service. Therefore, some beneficiaries were not able to confirm that they received the service and had to be reminded of the content. Based on their response they were classified as either beneficiaries or non-beneficiaries.
- » Detecting the beneficiaries of the ILO was challenging during the pretest of the survey due to the mode of delivery of the ILO services, which varied from one school to another. During interviews, respondents were reminded of the content of the career guidance service, and if they confirmed their participation, they would be classified as beneficiaries by the researcher conducting the interview. After reaching a certain number of non-beneficiaries, only beneficiaries were allowed to continue the interview in order to achieve a balance between the number of beneficiaries and non-beneficiaries.
- » The Ministry of Education informed the research team during the data collection phase that the sample included graduates who were enrolled in home schooling. The team re-contacted all respondents and excluded from the analysis the 29 respondents that confirmed that they were home-schooled.
- » During the design phase of the questionnaire, no definition for the term "self-employed" was agreed upon, therefore what is considered self-employed in this report is based solely on the self-classifications of respondents, which do not necessarily match the operational definitions of self-employment<sup>5</sup>.

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<sup>5</sup> For example, casual workers in the construction sector who do report to a manager and are thus not covered under the usual definition of self-employment, often reported that they were self-employed.

# Section One

## Beneficiaries' assessment of career guidance services

This section presents the survey results of the assessment conducted with beneficiaries of the career guidance services. The total number of beneficiaries in the sample is 540 respondents, of whom 477 benefited from the GIZ career guidance services. Of those who benefited, 169 participated in the GIZ's full curriculum program, 199 participated in the GIZ's last year's program, 109 participated in the GIZ's condensed class and 63 benefited from the ILO career guidance services.

The beneficiaries comprised of 271 males and 269 females. The beneficiaries in the sample also comprised of 407 graduates of the 3-year schools, 104 graduates of the dual system schools and 29 graduates of the 5-year schools. Geographically, 185 beneficiaries were residents of Lower Egypt, 179 were Greater Cairo residents, 111 were Upper Egypt residents and 65 beneficiaries were residents of the Suez region.

### 1.1 Survey findings of beneficiaries' assessment of career guidance services

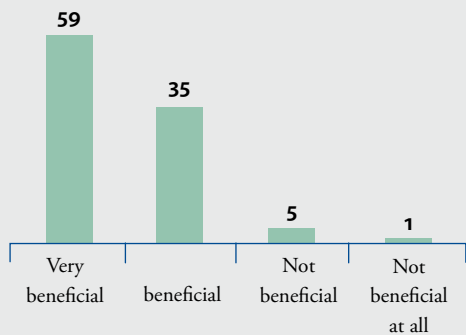
The survey findings show that the vast majority (94 per cent) of those who received career guidance services rated it as either beneficial or very beneficial (Figure 1), whereas only 6 per cent believed the service to be either not beneficial or not beneficial at all.

An even higher share of beneficiaries (97 per cent) affirmed their willingness to recommend career guidance services to others (Figure 2). It is worth noting, however, that 65 per cent of those who believed that the services were not beneficial did say that they would still recommend it to others.

When asked about this putative contradiction, 5 per cent of beneficiaries responded that although they believed the services are supportive and beneficial in general, due to their own personal circumstances such as lack of commitment to attend the program or lack of interest in working after graduation, made the service unbeneficial for them.

**Figure (1)**

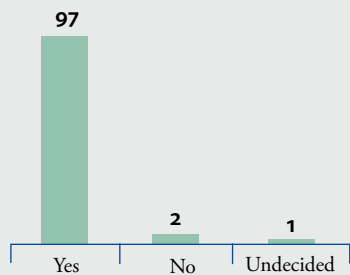
Beneficiaries' views of service benefits (%)



Number of respondents: 540

**Figure (2)**

Beneficiaries' willingness to recommend career guidance services to other youth (%)

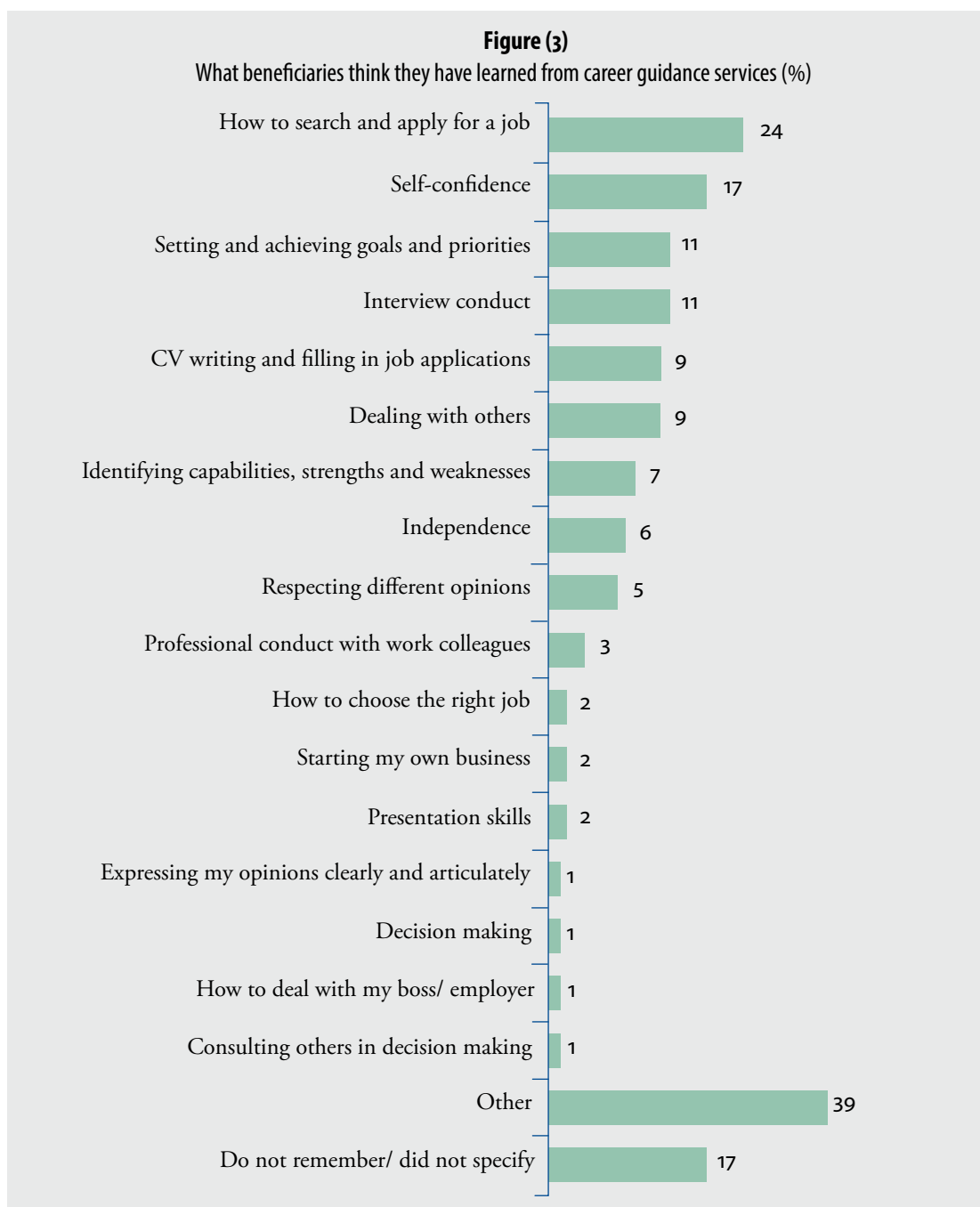


Number of respondents: 540

## 1.2 Beneficiaries' self-evaluations after receiving career guidance services

Career guidance services are distinctive from any other technical and non-technical courses, as they aim to build the skills capacities of beneficiaries in order to improve their employability. Career guidance services also raise youth self awareness, as well as their awareness of the labour market, its opportunities, accessibility and how to apply for different jobs. Hence, the service complements the technical skills they learn in school with personal skills and character building. The impact survey assessed what the graduates believed to have gained from the service, and evaluated the extent of which the service achieved its goals.

The survey included an open-ended question pertaining to what the graduates learned from the career guidance services. Respondents were also asked to rate to what extent the services helped them achieve the intended learning outcomes foreseen in the services. Interestingly, graduates mentioned the objectives of the services even when not being guided by a multiple-choice answers.



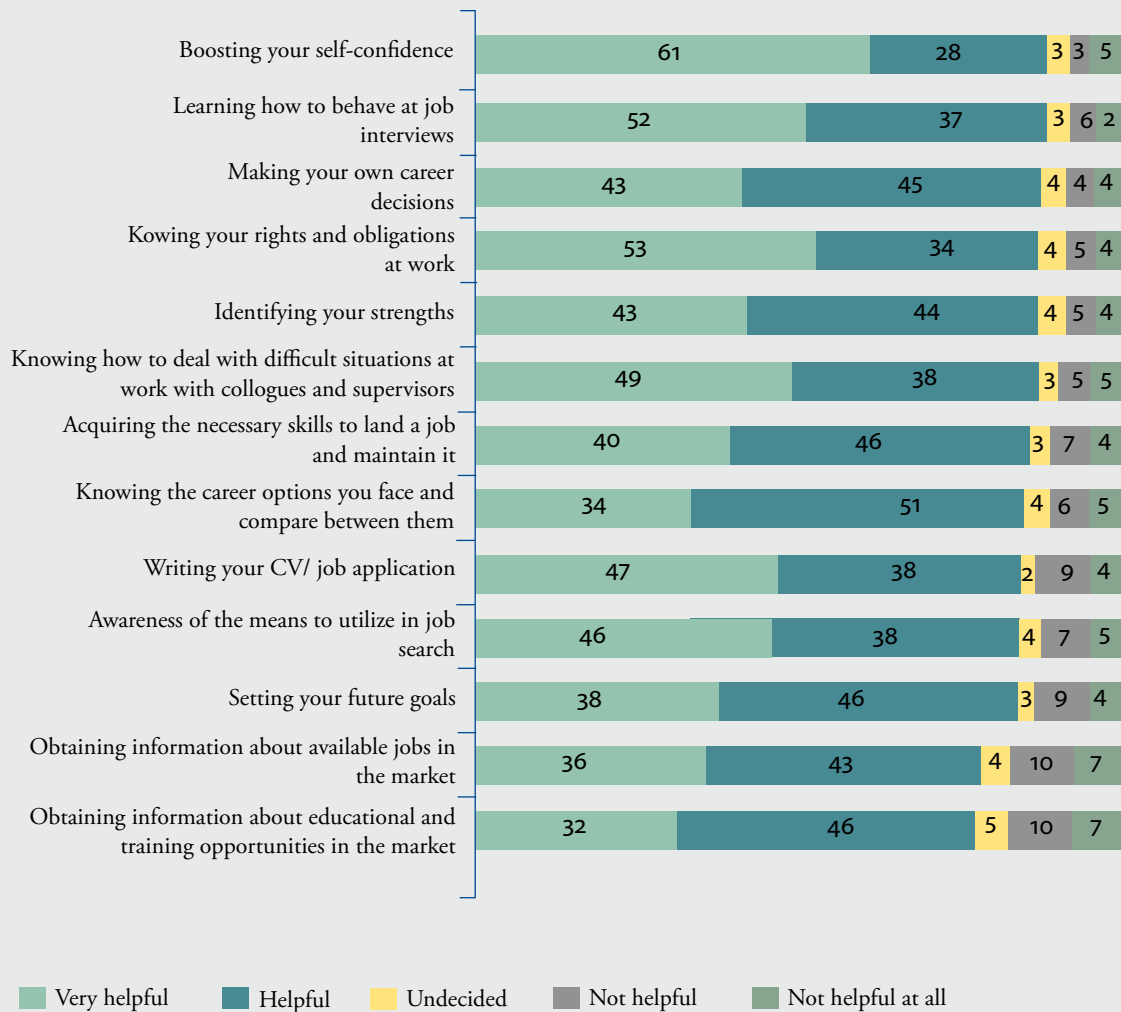
Number of respondents: 540  
Multiple responses are allowed.

According to Figure (3), acquiring job search skills and applying for job vacancies are mentioned by 24 per cent of beneficiaries from the career guidance services. Other skills mentioned include self-confidence (17 per cent), setting and achieving goals and

priorities (11 per cent), interview conduct (11 per cent), and CV writing and completing job applications and dealing with others (9 per cent).

**Figure (4)**

The extent to which the services helped beneficiaries achieve their personal goals (%)



Number of respondents: 540

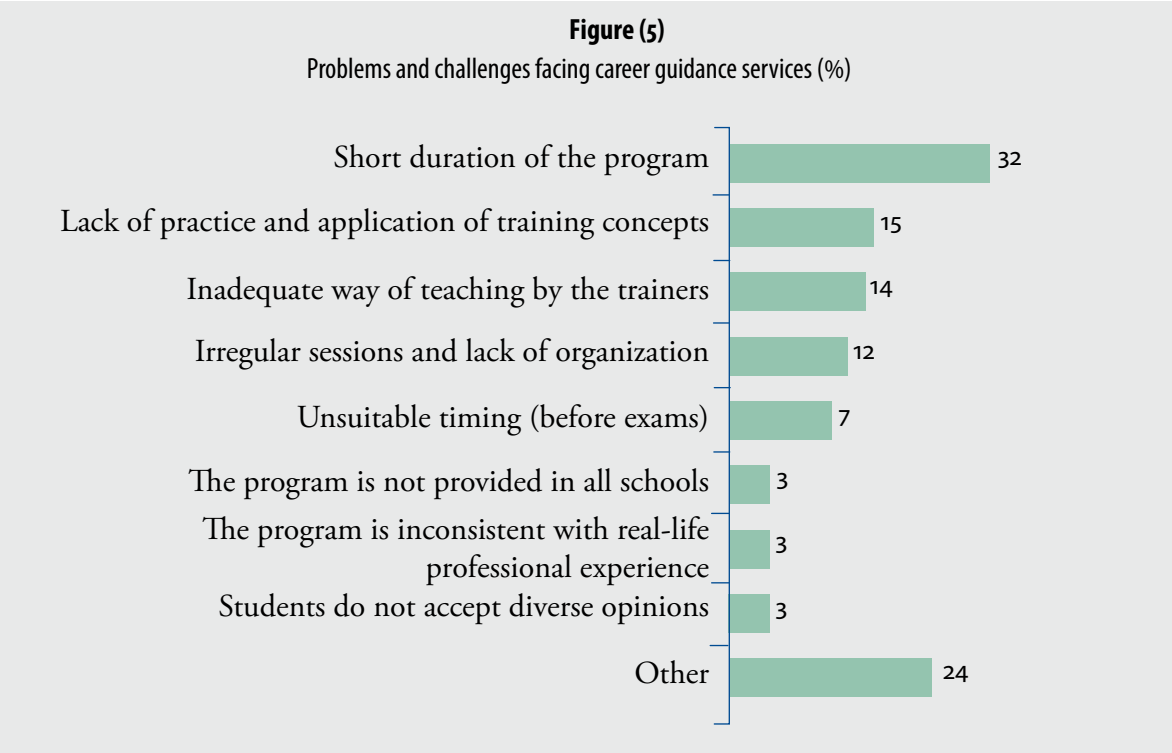
When asked whether career guidance services were helpful in assisting personal goals, over three-quarters of the beneficiaries rated the services as helpful or very helpful in achieving those goals (see Figure (4)).

The majority of beneficiaries (89 per cent) also agreed that the services helped them boost their self confidence and taught them how to conduct themselves in a job interview. The majority (88 per cent) also agreed that the services enhanced their ability to make career decisions, while 87 per cent agreed that the service increased their awareness of their rights and obligations at work and helped them identify their strengths.

1.3 Beneficiaries' recommendations and suggestions for future career guidance services

1.3.1 Problems and challenges of career guidance services

An open-ended question in the survey allowed the graduates to identify the main challenges they believed that career guidance services faced, and what their recommendations would be for an improved service.



Number of respondents: 95  
Multiple responses were allowed.  
Percentage out of those who claimed there were problems or drawbacks.



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While 94 per cent of beneficiaries evaluated career guidance services as beneficial, 15 per cent perceived there to be problems or challenges with the service. Of those who perceived there to be problems with the service, the greatest noted challenge was the short duration of the program as shown in Figure (5). This was particularly expressed by the GlZ condensed class beneficiaries.

The second highest perceived problem with the services reported was the lack of practical application, such as practicing interviews with company representatives as part of the program. The third greatest challenge reported by beneficiaries was inadequate teaching methods by trainers, with some beneficiaries noting that trainers were inexperienced or unable to explain the training materials in an understandable way. Other mentioned challenges included irregular sessions, unsuitable timing of the trainings (for example, right before exams) which made it difficult for students to dedicate their full attention.

### 1.3.2 Suggestions for improved career guidance services

Beneficiaries were asked to offer their suggestions for career guidance service improvements. The suggestions provided reflect the aforementioned problems, with beneficiaries mentioning that the duration of the program should be extended to all schools across Egypt, and introduced at an earlier stage (e.g. at years 7-9 of schooling, during the preparatory stage). The beneficiaries also noted that more exercises should be included during the training, and that more competent trainers and supervisors are required. Other suggestions included providing training courses and following up with beneficiaries after graduation, as well as providing job opportunities and practice, despite this not being the objective of the service.

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## Section Two

### The employability of graduates

The ILO defines employability as "skills, knowledge and competencies that enhance a worker's ability to secure and retain a job, progress at work and cope with change, secure another job if he/she so wishes or has been laid off and enter more easily into the labour market at different periods of the life cycle" <sup>6</sup>.

These necessary skills include teamwork, problem solving, innovation, basic computer skills, communication skills, presentation skills, language skills, willingness to continue studying, ability to search for employment and promote oneself. There are several indicators that express the extent to which a person is employable, for example, the possession of the core employability skills previously mentioned, the type and quality of the job a person is able to get based on employability and whether it is a fulfilling job or not, and the time a person requires to find a job after starting their job search <sup>7</sup>.

This section presents the employability results of the survey of 1,343 technical secondary school graduates<sup>8</sup>.

The questions range from the perception of respondents' personal skills and competencies, their view of their future career path, and their ability to apply for jobs. The questions in this section also aim to assess the respondents' level of self-initiative to improve their employability by attending training courses, and learn new skills and languages after graduation.

#### 2.1 Graduates' perceptions of their employability

##### 2.1.1 Graduates' self-perceptions of their skills and capabilities that improve employability

Technical secondary school graduates, both beneficiaries and non-beneficiaries of career guidance services, were asked to rate some of their skills and capabilities on a scale from 1 to 4, whereby 1 indicating they completely lacked the skill and 4 being they strongly possessed the skill.

The results showed that for the majority of skills, there were no significant differences between beneficiaries' and non-beneficiaries' self ratings. Most of the technical secondary school graduates (more than two-thirds) tended to give higher ratings (3 and 4) for their skills and capabilities, especially with regard to effective communication, teamwork, self confidence and respect for different and opposing opinions.

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<sup>6</sup> Brewer, L., 2013, 'Enhancing youth employability: What? Why? and How? Guide to core work skills', Geneva: International Labour Organization (ILO). [http://www.ilo.org/wcmsp5/groups/public/---ed\\_emp/---ifp\\_skills/documents/publication/wcms\\_213452.pdf](http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_213452.pdf)

<sup>7</sup> Harvey, L., 2001, 'Defining and measuring employability', *Quality in Higher Education* 7(2), pp. 97–110. ISSN 1353-8322.

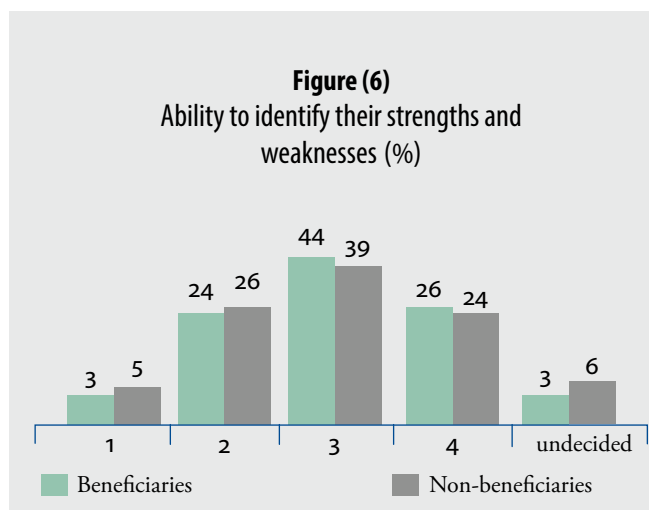
<sup>8</sup> This sample includes 540 career guidance service beneficiaries and 803 non-beneficiaries, which are considered the control group for this study.

Despite beneficiaries and non-beneficiaries rating their skills and capabilities quite similarly, there are a few differences that can be attributed to the impact of career guidance services. One of these differences is that more beneficiaries (70 per cent) provided a higher rating (3 or 4) in their ability to identify their strengths and weaknesses, compared to 63 per cent of non-beneficiaries who gave themselves the same rating (see Figure (6)).

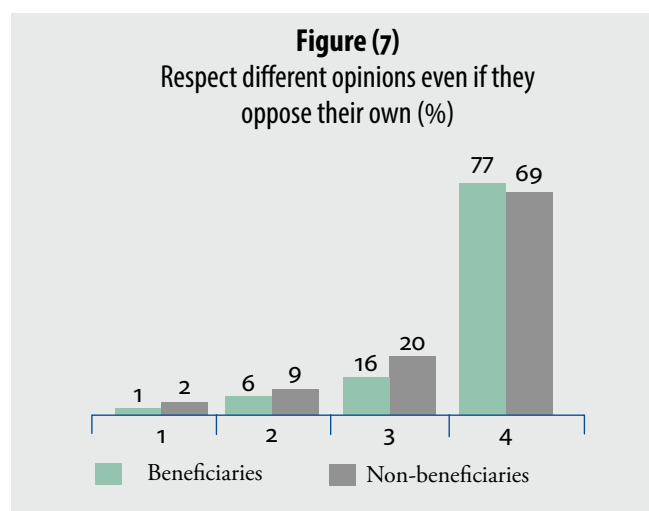
Beneficiaries also tended to give themselves the highest rating (4) indicating greater self confidence in the following areas:

- » As shown in Figure (7), the majority of career guidance beneficiaries (77 per cent) gave themselves the highest rating for respecting different opinions even if they oppose their own, compared to 69 per cent of non-beneficiaries.
- » A higher percentage of career guidance beneficiaries (69 per cent) gave themselves the highest rating for their ability to work within a team, compared to 58 per cent of non-beneficiaries (as shown in Figure (8)).
- » A slightly higher percentage of beneficiaries (46 per cent) gave themselves the highest rating for their ability to identify their interests compared to 41 per cent of non-beneficiaries (as shown in Figure (9)).

On the other hand, the results found the self assessments of beneficiaries and non-beneficiaries were similar in terms of self-confidence, leadership,

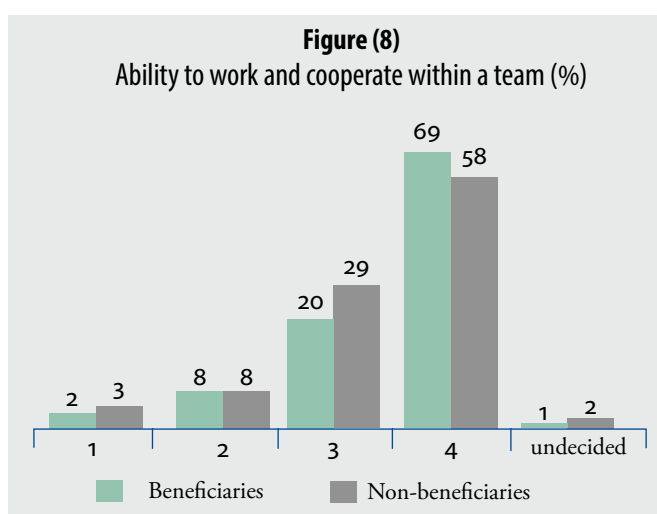


Number of respondents: 1,343

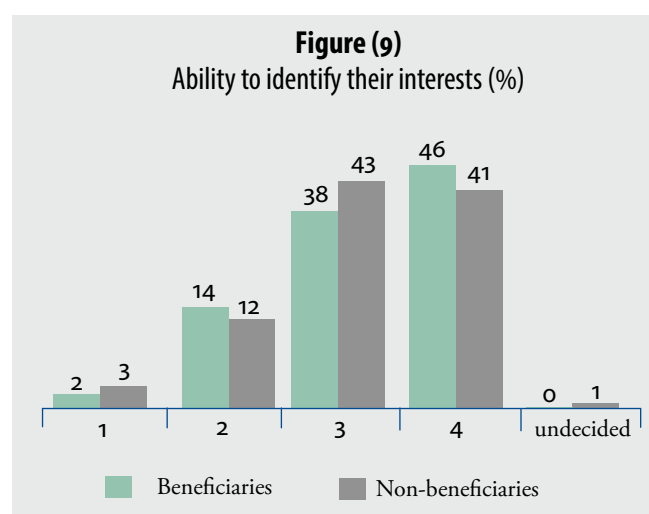


Number of respondents: 1,343

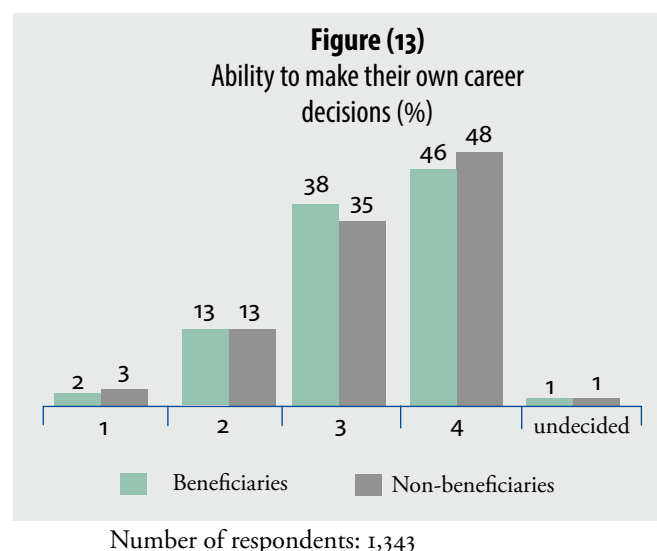
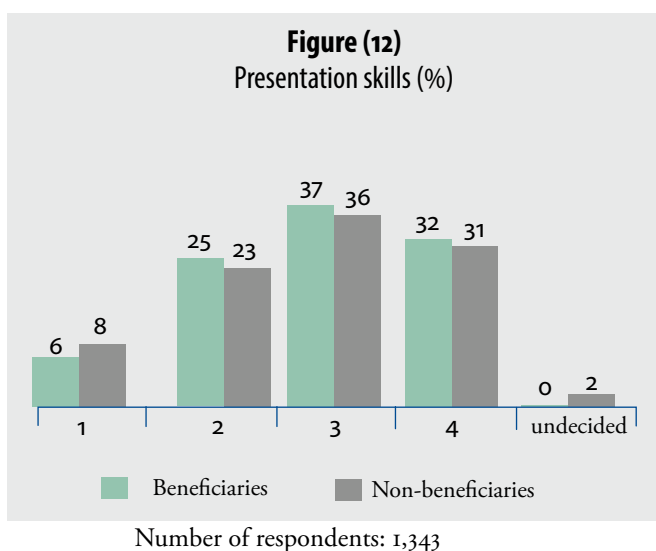
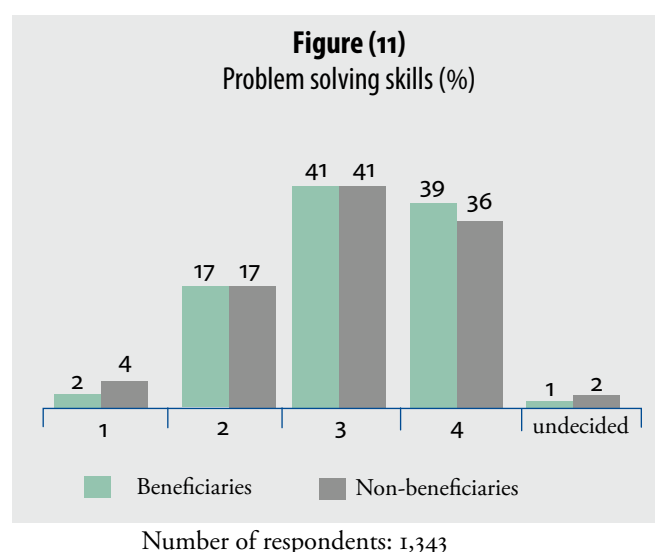
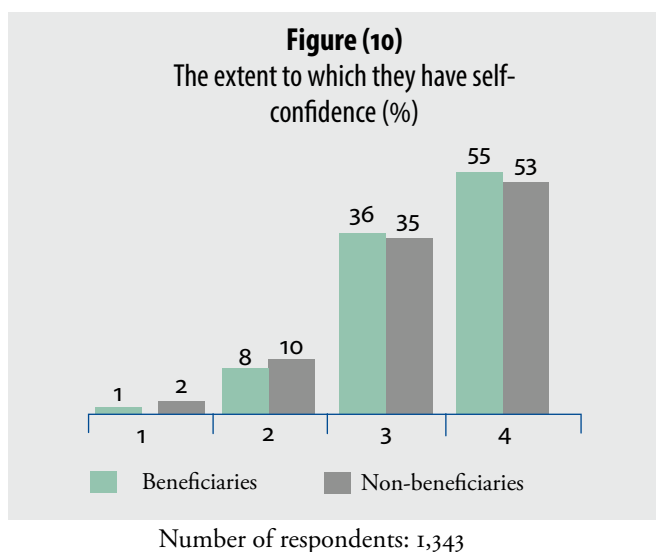
problem-solving, presentation skills, introducing creative solutions, taking career decisions on their own, and communicating effectively with others.

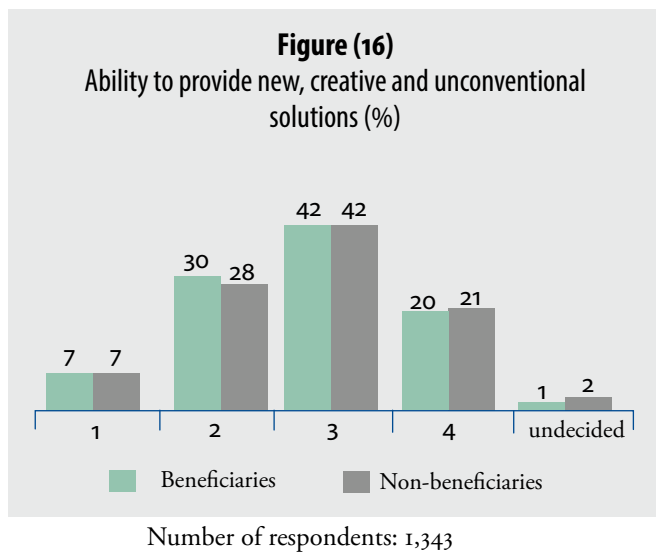
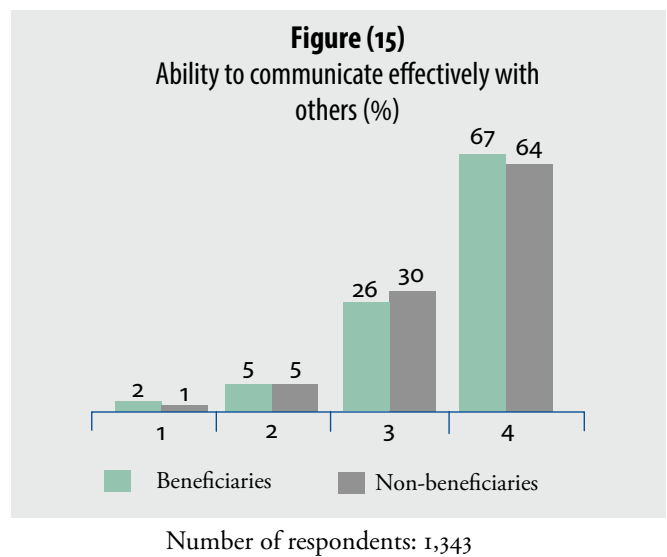
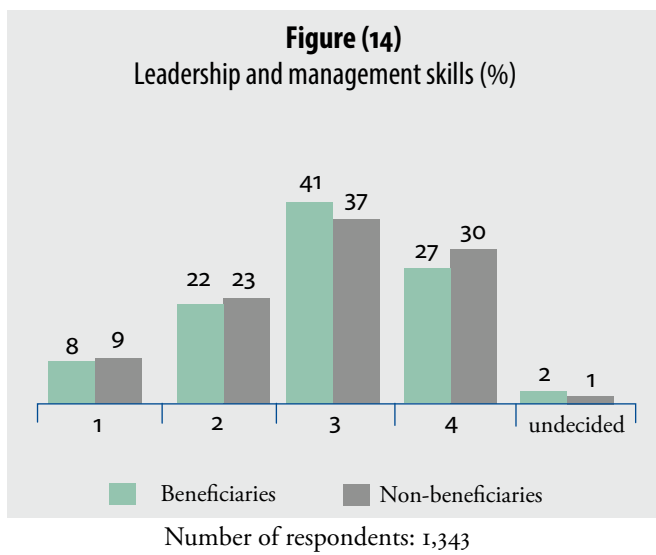


Number of respondents: 1,343



Number of respondents: 1,343

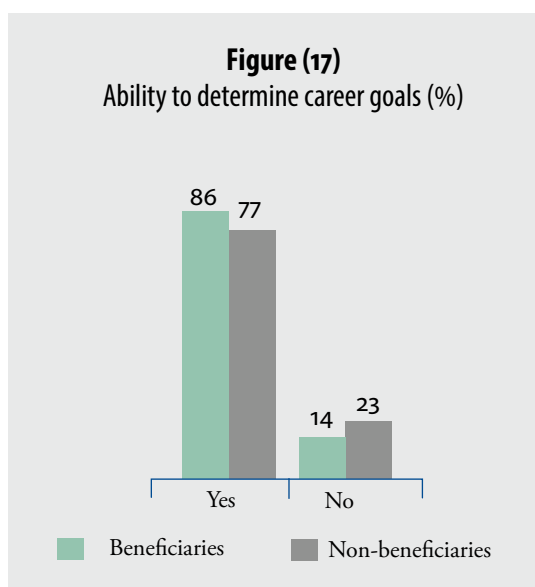




## 2.1.2 Perceptions of career paths and goals

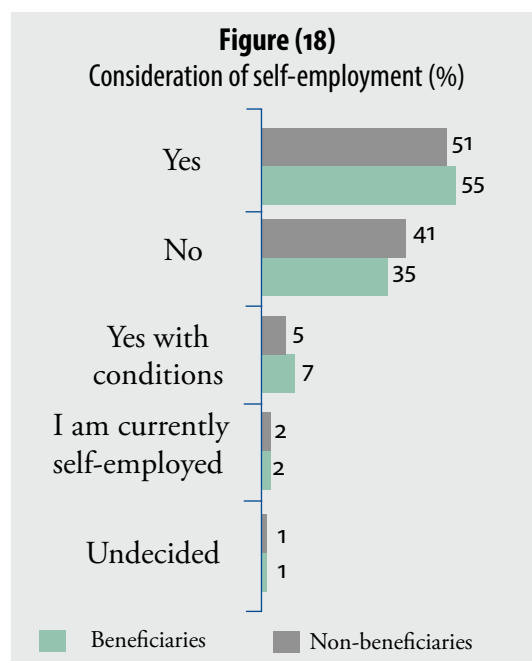
In addition to skills and capabilities, technical secondary school graduates were asked about their career goals. This is considered to be an important indicator of their employability, as it suggests that they have thought of a possible workplace and career path. The survey questionnaire also specifically asked about their willingness to start their own business.

The results found that most technical secondary school respondents had a career goal that they wanted to achieve within three years, as shown in Figure (17). The responses also showed that a higher percentage of beneficiaries (86 per cent) claimed to have a career goal compared to non-beneficiaries (77 per cent). The percentage of beneficiaries who claimed to have a career goal is higher amongst males (90 per cent) than females (82 per cent).



Number of respondents: 1,343

Amongst the surveyed graduates many considered starting their own business, although no significant difference was found between beneficiaries who considered starting a business (55 per cent) and non-beneficiaries (51 per cent), as shown in Figure (18). However, higher share of male career guidance beneficiaries (63 per cent) considered starting their own business, compared to female beneficiaries (48 per cent).



Number of respondents: 1,343

A small number of beneficiaries (7 per cent) and non-beneficiaries (5 per cent) stressed that they would only start their own business under at least one of the following conditions:

- » Had the necessary funds
- » Completed their education or military service
- » If they were unable to find suitable employment
- » If their employment provided them with an insufficient income
- » If they had an outstanding business idea.

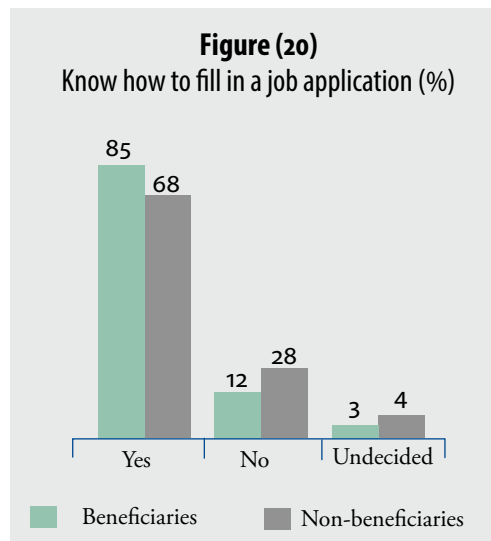
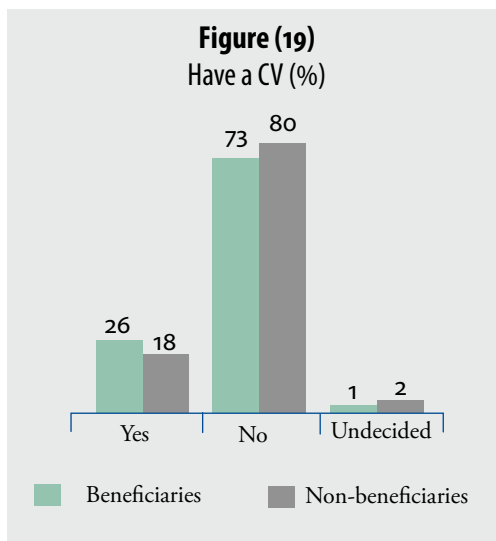


### 2.1.3 Graduates' perceptions of their ability to apply for a job

The impact survey examines the perceptions of graduates own ability to apply for jobs, given that employability is determined by a person's ability to apply and attain jobs they deem suitable for their qualifications and aspirations. Although only 26 per cent of beneficiaries and 18 per cent of non-beneficiaries were found to have a CV, 85 per cent of beneficiaries and 68 per cent of non-beneficiaries claimed they knew how to fill in a job application form<sup>9</sup>.

Out of all beneficiaries, 30 per cent of males were found to have a CV, while 21 per cent of females had a CV.

The majority of career guidance beneficiaries, (81 per cent) who claimed to have a CV revealed that they had never updated it, compared to 92 per cent of non-beneficiaries.



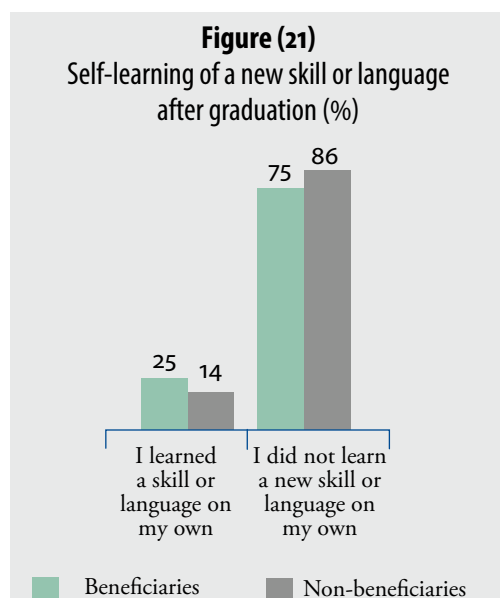
<sup>9</sup> It is important to note that the GIZ career guidance curriculum does not include CV writing and updating, but the focus is on filling out job applications and submitting them, which is a possible explanation for the abovementioned findings.

## 2.2 Self-initiatives taken by graduates to improve their employability

The survey examines to what extent graduates independently worked on improving their employability. Graduates were asked if they took the initiative to learn a new skill or language on their own after graduation, attended training courses, and whether they received any further career guidance or employment services.

The results show that more beneficiaries (25 per cent) took the initiative to teach themselves a new skill or a language than non-beneficiaries (14 per cent). More male beneficiaries (32 per cent) were found to have taught themselves a new skill or a language compared to female beneficiaries (19 per cent).

The skills that most respondents claimed to have self-taught themselves are computer skills (Microsoft Office, computer programming, Autocad and Photoshop), sewing, knitting and producing hand-made products, personal skills and driving. The new languages most self-taught were English, Russian, French and Italian. No differences were found between the skills and languages sought by beneficiaries and non-beneficiaries.



Although the analysis showed no differences between male and female graduates regarding the languages they taught themselves, a difference was found in the skills they self-learned. Females were more likely to seek sewing, knitting, crouchet and soft skills, while males tended to teach themselves computer skills and driving.

As shown in Figure (22), very few graduates confirmed that they had attended a training course after graduation, with just 8 per cent of career guidance beneficiaries doing so and 4 per cent of non-beneficiaries. Furthermore, amongst all career guidance beneficiaries, only 10 per cent of males attended a training course and just 6 per cent of females.

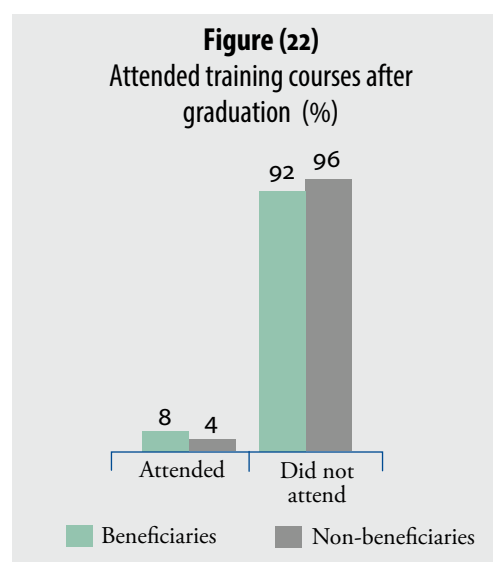
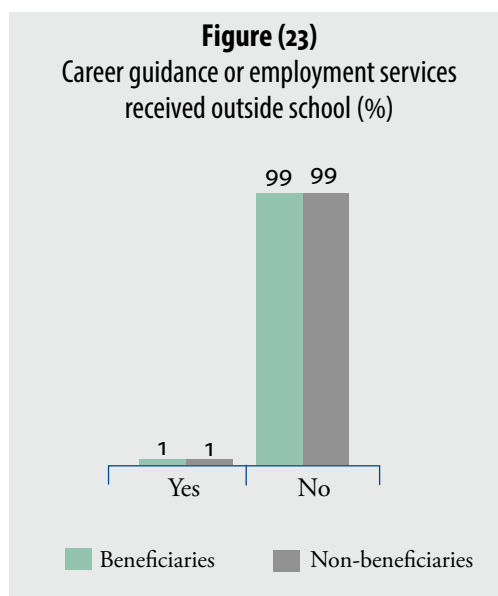


Figure (23) also shows that just 1 per cent of beneficiaries and non-beneficiaries in the sample took the initiative to promote their employability by participating in job promotion activities, since almost all graduates did not undertake career guidance or any employment services outside school.



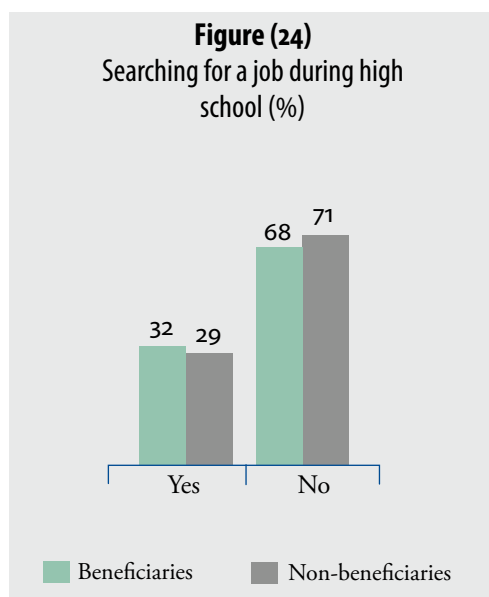
Number of respondents: 1,343

### 2.3 Job search experiences and employment during high school and after graduation

The first part of this section places a special emphasis on the experiences of technical secondary school graduates in applying for jobs and working while they undertook their studies. Results show that almost half the graduates in the sample had been working during high school. This percentage is significantly lower among female respondents. The second part of this section examines the job search experience of the respondents and actual employment after graduation.

#### 2.3.1 Job search and employment during high school

As Figure (24) shows, 32 per cent of beneficiaries and 29 per cent of non-beneficiaries said they searched for a job during high school. Significantly more male beneficiaries (48 per cent) were found to have searched for job during high school than female beneficiaries (17 per cent).



Number of respondents: 1,343

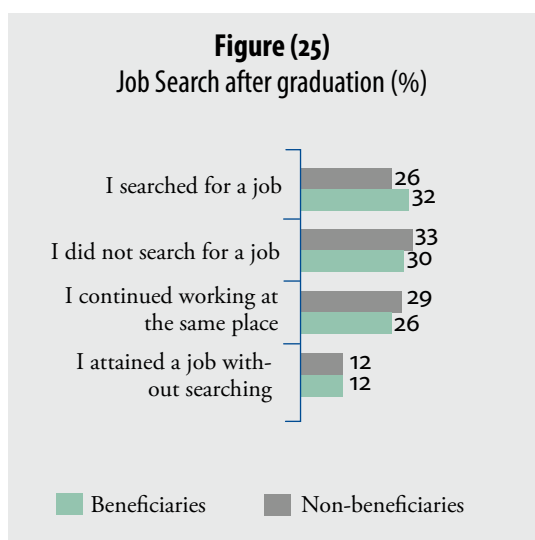
Almost half the graduates that took part in the survey worked during high school. This percentage is almost equal among beneficiaries (49 per cent) and non-beneficiaries (46 per cent), yet it differs significantly between males (83 per cent) and females graduates (19 per cent).

The results show that graduates from five-year technical secondary schools are most likely to have worked during high school, with 92 per cent doing so, followed by 56 per cent of dual system graduates, and 47 per cent of graduates from three-year technical secondary schools.

### 2.3.2 Job search and employment after graduation

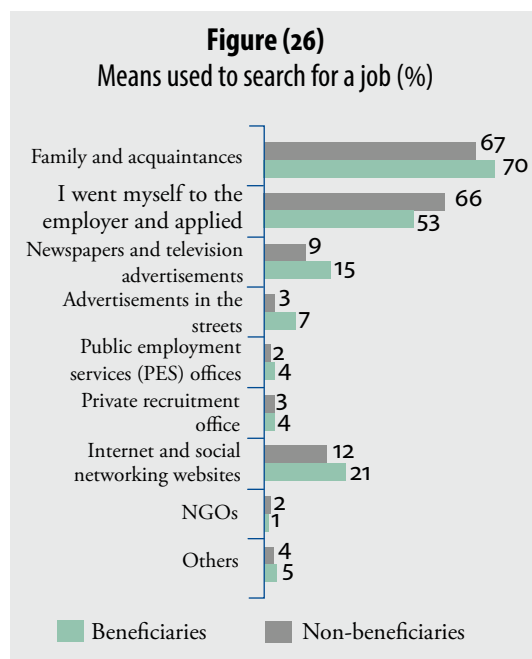
The survey findings reveal that 32 per cent of career guidance service beneficiaries searched for job after graduation, compared to 26 per cent of non-beneficiaries. By schooling, dual system beneficiaries were found to have the highest rate of job search after graduation (43 per cent), followed by five-year technical secondary school beneficiaries (31 per cent), and three-year technical secondary school beneficiaries (30 per cent). There was no great difference found by gender, with 33 per cent of male beneficiaries and 31 per cent of female beneficiaries having searched for jobs after graduating.

As shown in Figure (25), the survey found that 12 per cent of both beneficiaries and non-beneficiaries said they got a job without searching. This was achieved mainly by getting a job through their families and acquaintances or by starting their own business.



Percentage is out of those who searched a job after graduation

In addition, 26 per cent of beneficiaries and 29 per cent of non-beneficiaries were found to have continued working in the same job they had in high school. A high number of respondents – 33 per cent of beneficiaries and 30 per cent of non-beneficiaries – also revealed that they did not search for a job at all after graduating.



A more indepth analysis of job search experiences of graduates reveals that 46 per cent of beneficiaries and 51 per cent of non-beneficiaries began looking for employment within one month of completing their final exams. Out of those, 70 per cent of beneficiaries and 67 per cent of non-beneficiaries depended on their families and acquaintances to assist them in their job search.

Another common method that 53 per cent of beneficiaries and 66 per cent of non-beneficiaries used to search for a job included visiting employers and submitting applications.

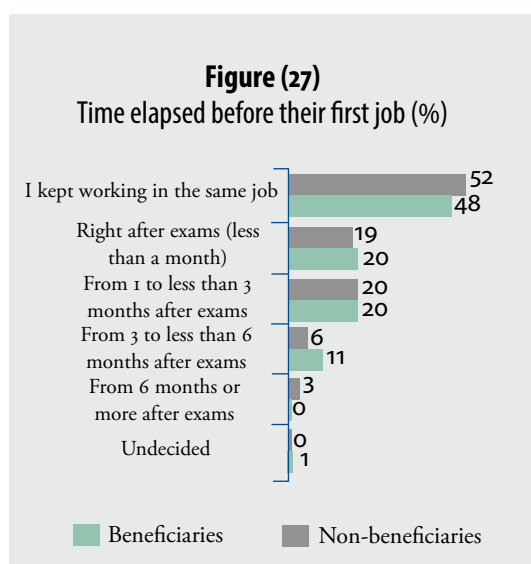
Graduates also searched on the internet, utilized social networking websites, searched in newspapers, television and street ads, as well as used public and private employment offices. There is almost no difference among career guidance beneficiaries and non-beneficiaries with regards the methods used in their job search.

The findings do show, however, that career guidance beneficiaries were more active in their job search and applied for jobs in a greater number of companies than non-beneficiaries. More beneficiaries (15 per cent) were found to have applied for jobs in five or more companies after graduating than non-beneficiaries (4 per cent). While more non-beneficiaries (52 per cent) were found to have applied for jobs in just one or two companies than beneficiaries (40 per cent).

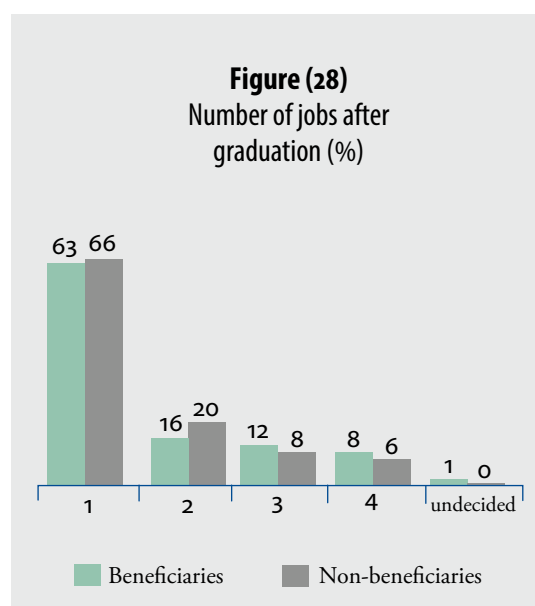
Career guidance beneficiaries were also found to be more likely to attend more interviews than non-beneficiaries, with 22 per cent of beneficiaries having attended three interviews or more interviews, compared to 13 per cent of non-beneficiaries.

Those who were able to find a job after graduating were asked about how long it took them to find their first job, as well as the number of jobs they have had since graduating.

As shown in Figure (27), beneficiaries and non-beneficiaries took the same amount of time to find a job after graduating. Almost 40 per cent found a job within the first three months of graduation. Furthermore, 38 per cent of male beneficiaries and 44 per cent of female beneficiaries found a job within three months of graduating.



Number of respondents: 807  
Percentage is out of those who worked after graduation



Number of respondents: 807  
Percentage is out of those who worked after graduation

There were no significant differences found between beneficiaries and non-beneficiaries in terms of the number of jobs they had since graduating. According to Figure (28), almost two-thirds of graduates were found to have worked in one job after graduation (63 per cent of beneficiaries and 66 per cent of non-beneficiaries).

This high percentage is most likely due to the fact that the survey was conducted just six months after the graduates had completed their studies.

More females beneficiaries (87 per cent) were found to have had only one job compared to 54 per cent of male beneficiaries. This difference could indicate that female graduates tend to have a higher preference for employment stability than male graduates.

## Section Three

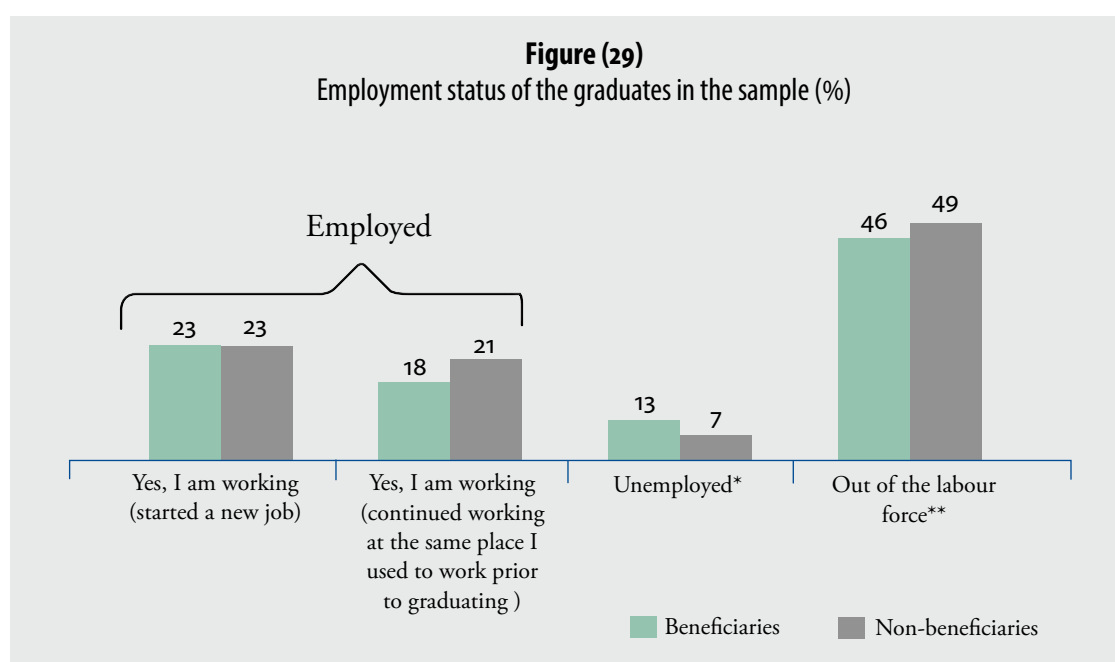
### The employment status of respondents six months after graduation

According to the ILO, the definition of unemployment includes “all those who are above a certain age during a certain reference period and are without work (paid job or self employment), available and able to work during the reference period, and seek to work using different means”<sup>10</sup>. This impact assessment used an unemployment reference period of four weeks. The main focus of this section is to examine the differences between employed beneficiaries and non-beneficiaries, in terms of job characteristics, job quality, and their level of satisfaction with their jobs.

This section analyzes the employment status of technical secondary school graduates six months after graduating with the main goal of examining the employment differences between career guidance service beneficiaries and non-beneficiaries. Respondents were classified as either employed, unemployed or out of the labour force, and survey questions were asked accordingly.

#### Employment

The results show that around half of all graduates in the sample were employed at the time the survey was conducted, with a no significant difference between beneficiaries and non-beneficiaries. A total of 41 per cent of beneficiaries were employed and 44 per cent of non-beneficiaries. Of those that were employed, 58 per cent of beneficiaries and 45 per cent of non-beneficiaries found their job through family and acquaintances.



Number of respondents: 1,343

\* Respondents who are not working but are searching for a job

\*\* Respondents who are not working and are not searching for a job

This was followed by 16 per cent of beneficiaries and 17 per cent of non-beneficiaries having acquired their employment by formally applying for positions.

Among the respondents that were employed, approximately half still worked in the same company they did during high school, whilst half gained a new job.

A closer examination by gender shows that 70 per cent of male beneficiaries were employed compared to just 14 per cent of female beneficiaries. Of the employed male beneficiaries, 36 per cent had attained a new job, while 34 per cent still worked in the job they had during high school. For employed female beneficiaries, 10 per cent had gained a new job after graduating, and 4 per cent still worked in the same workplace as during high school. Likewise, for non-beneficiaries in the survey, 75 per cent of males were found to be employed compared to 18 per cent of females.

Examining graduates from the three school types included in the sample shows that 50 per cent of beneficiaries and 59 per cent of non-beneficiaries among five-year technical secondary school graduates were found to be employed. Amongst dual system graduates, 42 per cent of beneficiaries and 57 per cent of non-beneficiaries were employed. Finally, out of the graduates of three-year technical secondary schools, 41 per cent of beneficiaries and 43 per cent of non-beneficiaries were employed.

Employment by region showed that Greater Cairo had the highest share of employment among beneficiaries at 52 per cent, followed the Suez region where 51 per cent of beneficiaries were employed, 29 per cent in Lower Egypt and 18 per cent in Upper Egypt.

## Unemployment and inactivity in the labour market

In the sample, 13 per cent of beneficiaries and 7 per cent of non-beneficiaries were found to be unemployed as shown in Figure (29). These unemployed respondents indicated that they were not working, but were searching for a job. The unemployed between males and females was virtually the same, with 8 per cent of males and 9 per cent of females found to be unemployed.

The results also found very high out of labour market rates amongst both beneficiaries and non-beneficiaries. A total of 46 per cent of beneficiaries and 49 per cent of non-beneficiaries in the sample were out of the labour market and not seeking employment. The percentage of those who are out of the labour force is 73 per cent among female graduates, compared to 18 per cent among male graduates.

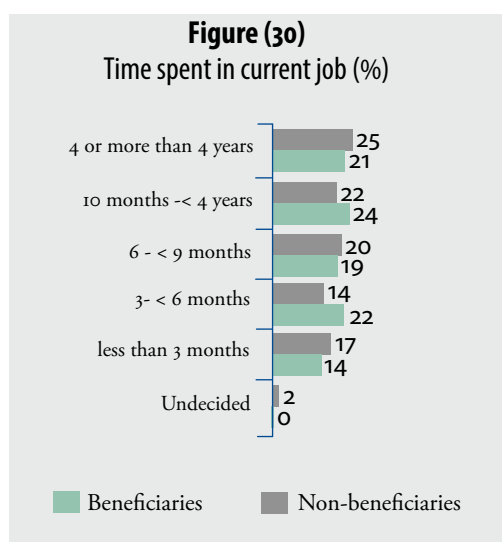
The primary reasons given by beneficiaries and non-beneficiaries for being out of the labour market included:

1. Enrolment in university studies (40 per cent of beneficiaries and 26 per cent of non-beneficiaries).
2. Refusal of family and/or husband to let respondent work (25 per cent of beneficiaries, 36 per cent of non-beneficiaries).
3. Unavailability of suitable work (10 per cent of beneficiaries and 8 per cent of non-beneficiaries).
4. Marriage or pregnancy (10 per cent of beneficiaries and 9 per cent of non-beneficiaries).
5. Military service (1 per cent of beneficiaries and 2 per cent of non-beneficiaries).

### 3.1 Job characteristics of graduates

#### 3.1.1 Job tenure

As shown in Figure (30), no significant differences were found between beneficiaries and non-beneficiaries when asked how long they had been in their current jobs. Given the fact that some of them had worked prior to graduating, 21 per cent of beneficiaries and 25 per cent of non-beneficiaries had been in their position for four years or more.

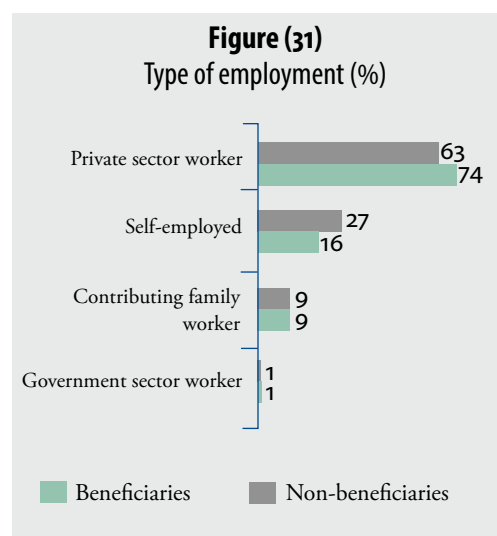


Number of respondents: 611  
Percentage out of those who are currently employed

Amongst beneficiaries, 24 per cent of male beneficiaries and 9 per cent of female beneficiaries were found to have been working for four years or more. The impact study found that 32 per cent of graduates were 18 years old or younger, and 18 per cent out of them said they had been working for four years or more. This indicates that a considerable share of respondents started working below the legal minimum age of 15 years.

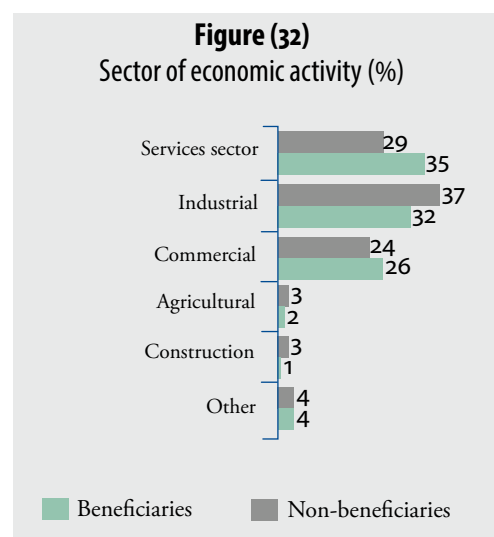
#### 3.1.2 Type of employment and sector of economic activity

As indicated in Figure (31), the majority of beneficiaries (74 per cent) were found to be employed in the private sector, compared to 63 per cent of non-beneficiaries. In contrast, a higher percentage of non-beneficiaries (27 per cent) were self-employed compared to just 16 per cent of beneficiaries<sup>11</sup>. Beneficiaries and non-beneficiaries in the sample were found to have the same rate of employment in the government sector (1 per cent) and as contributing family workers (9 per cent).



Number of respondents: 611  
Percentage out of those who are currently employed

According to Figure (32), a higher share of beneficiaries worked in the service sector (35 per cent) compared with 29 per cent of non-beneficiaries. On the other hand, the industrial sector is occupied by a higher share of non-beneficiaries (37 per cent) compared to beneficiaries (32 per cent).



Number of respondents: 611  
Percentage out of those who are currently employed

<sup>11</sup> Self-employment figures need to be read with caution as they most likely encompass a large share of respondents who misunderstood the definition of being self-employed. As mentioned in the limitations, the term self-employed was not defined in the questionnaire and thus reflects respondents' subjective self-classification.



### 3.1.3 Full-time and part-time employment

Underemployment reflects the underutilization of the productive capacity of the employed population. One of its forms is time-related underemployment or working part-time when persons are willing and available to engage in working additional hours<sup>12</sup>.

To examine whether graduates were underemployed, respondents were asked if they were working full or part-time. The results showed that there were no significant differences between beneficiaries according to different school types, or between the share beneficiaries and non-beneficiaries who worked full-time. Of those that were employed in the sample, 73 per cent of beneficiaries and 71 per cent of non-beneficiaries were working full-time. The remaining 27 per cent of employed beneficiaries and 29 per cent of employed non-beneficiaries were underemployed, with almost three quarters of them (73 per cent of beneficiaries and 77 per cent of non-beneficiaries) in part-time employment or working as interns, and willing to work longer hours.

### 3.1.4 Possession of a job contract

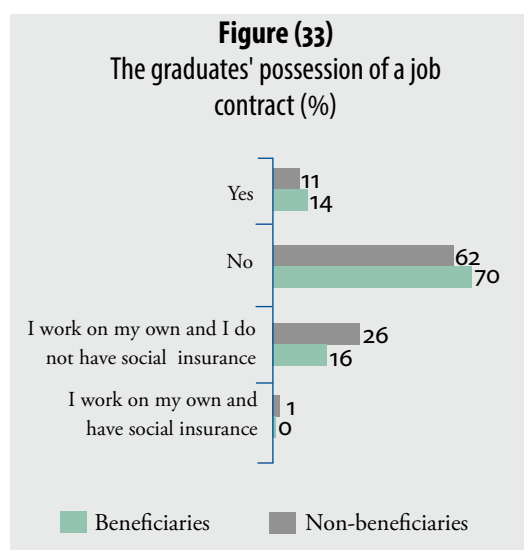
The majority of employed graduates in the sample had not signed a job contract, with only 14 per cent of beneficiaries and 11 per cent of non-beneficiaries found to have a contract. These figures are likely to be low due to the fact that the sample had a high number of graduates that were found to be in self-employment (16 per cent of all employed beneficiaries and 27 per cent of non-beneficiaries). Once the self-employed and contributing family workers are accounted for, this increases the share of graduates with a job contract to 18 per cent of employed beneficiaries and 17 per cent of employed non-beneficiaries.

### 3.1.5 Proximity to place of employment

Approximately half of all employed graduates in the sample worked close to their place of residence, with the commute to work taking less than 30 minutes. This applied to a slightly greater share of beneficiaries (56 per cent) than non-beneficiaries (49 per cent), and more so for Upper and Lower Egypt than Greater Cairo and the Suez Region.

## 3.2 Job quality of graduates

This impact assessment focuses on both the quantitative and qualitative outcomes that may have resulted from career guidance services. The questionnaire included several questions that aimed to examine specific job quality attributes for graduates in employment. An overall assessment of the differences in job quality between beneficiaries and non-beneficiaries reveals that beneficiaries reported having slightly better job quality.



Number of respondents: 611  
Percentage out of those who are currently employed

<sup>12</sup> International Labour Organization, "International definitions and prospects of Underemployment Statistics", [http://www.ilo.org/wcmsps/groups/public/---dgreports/---stat/documents/publication/wcms\\_091440.pdf](http://www.ilo.org/wcmsps/groups/public/---dgreports/---stat/documents/publication/wcms_091440.pdf)

When analyzed by gender, the findings show that the share of employed female beneficiaries who have signed a job contract is almost equal to that of their male counterparts. The region that was found to have the highest share of employed beneficiaries with a signed contract was Upper Egypt (22 per cent), followed by Suez (17 per cent), Greater Cairo (13 per cent), and Lower Egypt (9 per cent). The sector with the highest percentage of beneficiaries with a contract was the industrial sector (17 per cent), followed by the commercial sector (12 per cent), and service sector (11 per cent).

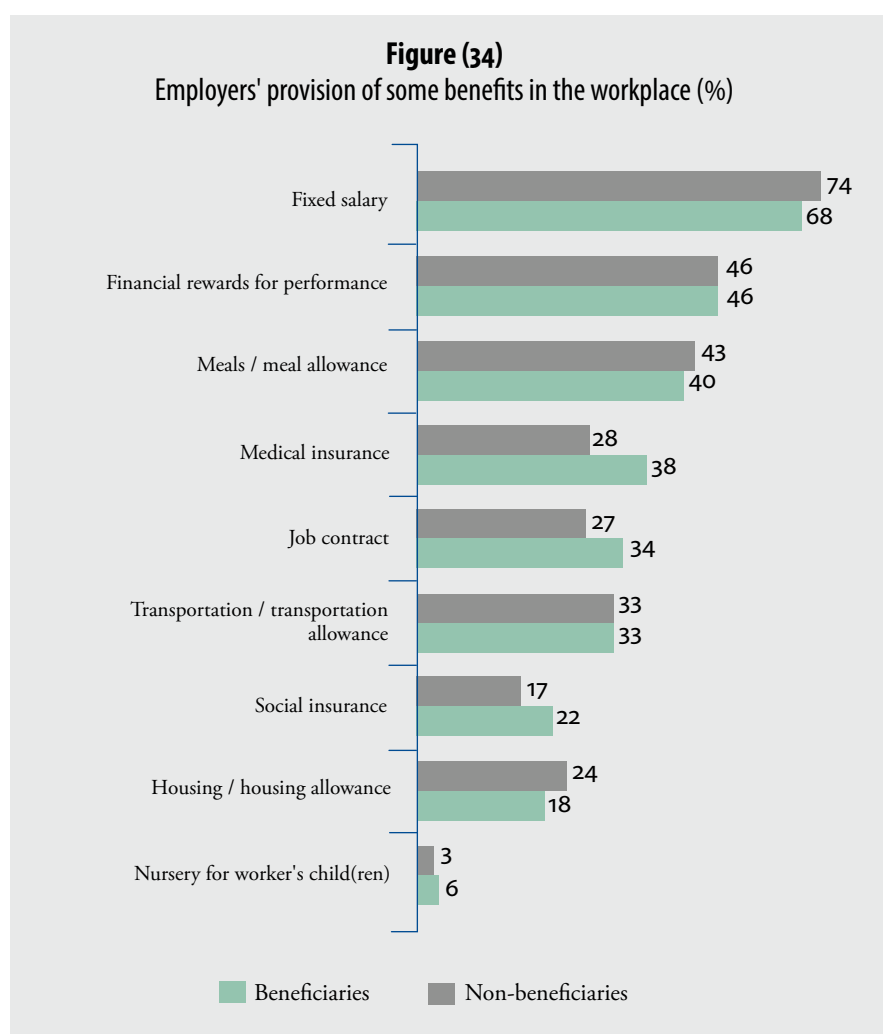
### 3.2.1 Provision of workplace benefits

Technical school graduates were asked about the benefits their work provides regardless of whether they received them or not. This question was asked primarily because many employers only provide benefits after a certain probation period, and therefore a

comprehensive analysis of job quality has to include the benefits employers would generally provide to their staff.

Fixed income comes at the forefront of the benefits mentioned, with 68 per cent of employed beneficiaries and 74 per cent of employed non-beneficiaries having reported that their workplace provided this to staff. There was no difference between the industrial, commercial and service sectors with regard to providing fixed income, with 74 per cent of all employed graduates across the three sectors reporting that their employers provided fixed income.

In addition to fixed income, housing or a housing allowance was the other benefit frequently mentioned by non-beneficiaries. Almost one-quarter of non-beneficiaries (24 per cent) said their employer provided them with housing or a housing allowance compared to 18 per cent of beneficiaries.



Number of respondents: 485

Percentage out of those who are currently employed, except for those who are self-employed

Beneficiaries of career guidance services were found to have slightly better job quality than non-beneficiaries. Of the employed beneficiaries, 38 per cent were found to be employed in a workplace that provided medical insurance in comparison to 28 per cent of non-beneficiaries, while 34 per cent of beneficiaries reported that their workplace provided a job contract compared to 27 per cent of non-beneficiaries. Finally, 22 per cent of beneficiaries stated that their workplace provided social insurance, in comparison to 17 per cent of non-beneficiaries.

The workplaces of both beneficiaries and non-beneficiaries were found to provide the same benefits in terms of financial rewards based on performance, meals or meal allowances, transportation or transportation allowances and a nursery for the children of employees.

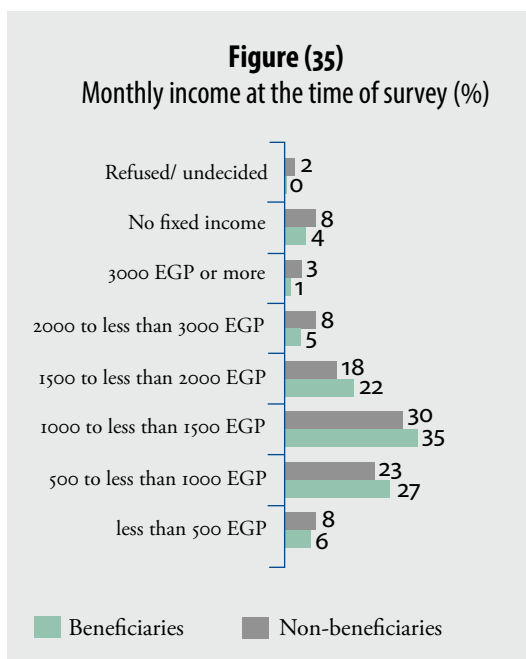
### 3.2.2 Monthly income

Generally, the results showed that the majority of graduates in the sample earned between 500 EGP (US \$64) and 2000 EGP (US \$256)<sup>13</sup>.

As shown in Figure (35), a higher number of non-beneficiaries (11 per cent) were found to earn an income greater than 2000 EGP than beneficiaries (6 per cent). However, almost double the percentage of non-beneficiaries (8 per cent) stated they had no fixed income compared to beneficiaries (4 per cent).

The highest percentage of graduates that received an income greater than 2000 EGP is found to work in the industrial sector (44 per cent), followed by those who worked in the service sector (34 per cent), and the commercial sector (11 per cent). Also, 50 per cent

of those earning more than 2000 EGP were self-employed, while 41 per cent were working in the private sector, and 9 per cent were contributing family workers.



Number of respondents: 611

Percentage out of those who are currently employed

<sup>13</sup> Based on the exchange rate in January 2016 of US \$1 = 7.8 EGP

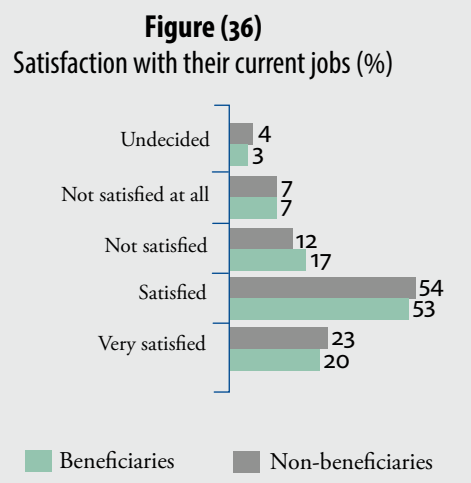
### 3.3 Job satisfaction among graduates

In order to understand the reasons behind job satisfaction among graduates or the lack thereof, the questionnaire aimed to examine the extent to which the jobs that graduates had were suitable to their skills and qualifications, their school specialization, and their personal circumstances. The questionnaire also assesses the graduate's belief in the prospects for promotion and the extent to which their current job matches their dream job.

As shown in Figure (36), around three-quarters of graduates expressed being either satisfied or very satisfied with their jobs, with no significant difference found between beneficiaries and non-beneficiaries.

The share of those who expressed satisfaction with their jobs is significantly higher among female beneficiaries (91 per cent) than male beneficiaries (70 per cent). This can be explained by the fact that more female beneficiaries believed that their job was suitable to their skills and qualifications, their school specialization, and their personal circumstances and requirements. Female beneficiaries were also found to believe that their job was close to their dream job, compared with male beneficiaries.

An analysis by type of schooling shows that the satisfaction rate among dual system beneficiaries (65 per cent) is lower than that of three-year technical school beneficiaries (75 per cent) and five-year technical



Number of respondents: 611  
Percentage out of those who are currently employed

school beneficiaries (71 per cent). The region with the highest satisfaction rate among beneficiaries was Upper Egypt (88 per cent), while the region with the lowest job satisfaction rate was Suez (70 per cent).

The results also show that income has an impact on job satisfaction, with 87 per cent of graduates who mentioned that their current income was 2000 EGP or more reported that they were either satisfied or very satisfied with their job, compared to 71 percent of those who claimed to earn less than 500 EGP reporting they were satisfied or very satisfied with their job. The next sections show how job quality factors affect work satisfaction.

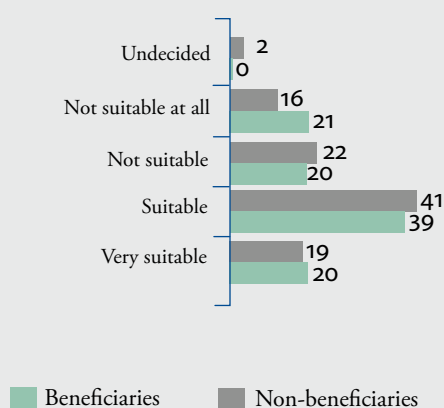
### 3.3.1 Job alignment with graduates' skills and qualifications

A high percentage of employed beneficiaries (59 per cent) and non-beneficiaries (60 per cent) said their jobs were either suitable or very suitable for their skills and qualifications.

There is also a clear correlation between skills match and job satisfaction, with 85 per cent of graduates who believed their job was suitable to their skills and qualifications also reported to be either satisfied or very satisfied with their position. On the other hand, 62 per cent out of those who said their jobs did not suit their skills and qualifications reported to be satisfied or very satisfied with their job.

Female respondents were found to believe their skills matched their job requirements better than their male counterparts, with 67 per cent of female beneficiaries reporting that their jobs were either suitable or very suitable to their skills and qualifications, in comparison to 57 per cent of male beneficiaries. When classified by school type, five-year technical secondary school beneficiaries were found to report the greatest skills match (67 per cent), whilst dual system beneficiaries reported the least (46 per cent). When classified by geographical area, beneficiaries from Upper Egypt reported the highest skills match (70 per cent) while those from the Suez region had the lowest (51 per cent).

**Figure (37)**  
The extent to which their current jobs are suitable to their skills and qualifications (%)



Number of respondents: 611

Percentage out of those who are currently employed

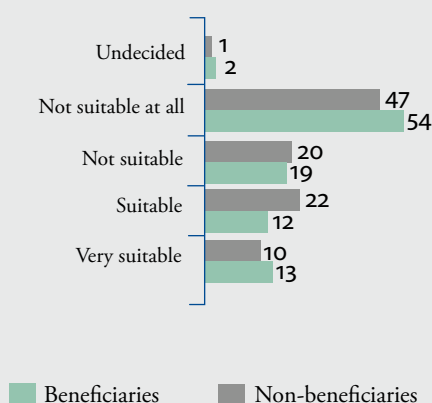
### 3.3.2 Job match with school specialization

Unlike skills and qualifications, only a small share of graduates were found to believe their jobs matched their school specialization. Only 25 per cent of beneficiaries and 32 per cent of non-beneficiaries thought their job was suitable or very suitable to their academic specialization.

It is important to note that one of the goals of career guidance services is to help students understand their own aspirations, work on improving their skills and knowledge, and set their own career goals, which do not necessarily need to align with their school specialization. So a possible explanation for the difference between beneficiaries and non-beneficiaries is that beneficiaries are encouraged to search for jobs outside their school specialization, and the skills and qualification match as well as job satisfaction results from the survey support these findings.

Female graduates were found to believe that their jobs were better matched with their specialization (35 per cent) than their male counterparts (24 per cent). By school type, five-year technical secondary school graduates were found to report the greatest match between their jobs and school specialization (50 per cent), while three-year technical secondary school graduates reported the lowest match (24 per cent). Again, Upper Egypt graduates reported a higher match than Greater Cairo residents, Lower Egypt residents and Suez region residents.

**Figure (38)**  
The extent to which their current jobs are suitable to their school specialization (%)



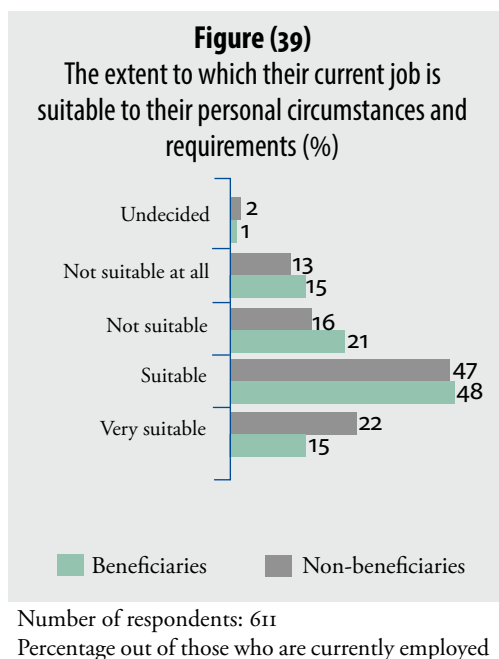
Number of respondents: 611

Percentage out of those who are currently employed

### 3.3.3 Job suitability with personal circumstances and requirements

The survey findings reveal that 69 per cent of non-beneficiaries reported that their job was suitable or very suitable to their personal circumstances and requirements compared to 63 per cent of beneficiaries. However, a larger share of non-beneficiaries were found to be self-employed, and hence can organize their work more flexibly and may feel that their work is more suitable to their personal circumstances and requirements.

Not surprisingly, a correlation was also found between job suitability to personal circumstances and requirements and job satisfaction of graduates. A total of 85 per cent of graduates who stated that their job was either suitable or very suitable to their personal circumstances and requirements were found to be satisfied or very satisfied with their job. On the other hand, 55 per cent of graduates who reported that their job was not suitable or not suitable at all were found to be satisfied with their job. Females were found to report greater suitability and job satisfaction than among male graduates.

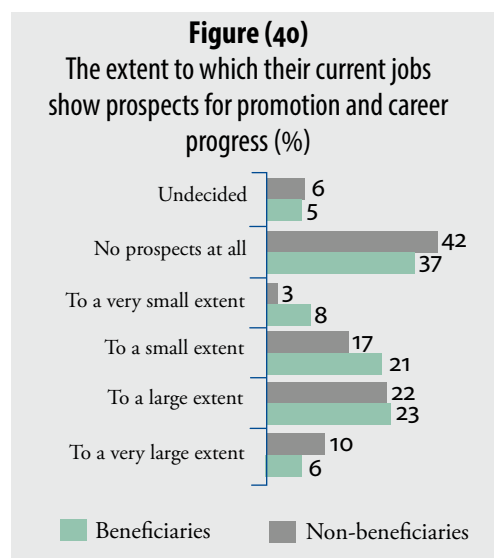


### 3.3.4 Prospects for promotion and career progress

A large share of beneficiaries (37 per cent) and non-beneficiaries (42 per cent) were found to believe that there are no prospects for promotion and career progress in their current jobs.

As one would expect, there is a clear correlation between job satisfaction and prospects for career progress. Out of those graduates who claimed there was a large or very large chance for promotion and progress, 92 per cent were satisfied or very satisfied with their job, while 70 per cent out of those who said there was a small or very small chance for promotion and progress were found to be satisfied or very satisfied with their job.

Male beneficiaries reported better chances for career progress than female beneficiaries, with 31 per cent of males stating a there was a large or very large chances for promotion, compared to 20 per cent of female beneficiaries. By school type, dual system graduates were found to believed they had the greatest changes for promotion and progress (31 per cent), whilst five-year technical secondary school graduates reported the lowest chances (17 per cent). By geographical region, beneficiaries in Lower Egypt believed to have greater job prospects (39 per cent) than beneficiaries in Upper Egypt, Greater Cairo, and the Suez region.



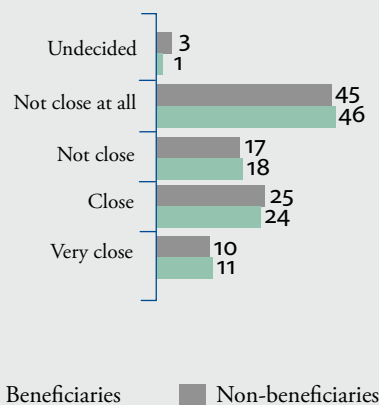
### 3.3.5 Current employment's closeness to dream job

Beneficiaries of career guidance programs are encouraged to set a career goal and work towards achieving it. When asked how close their current job is to their dream job, 35 per cent of graduates claimed they were close or very close. No significant differences were found between beneficiaries and non-beneficiaries.

Amongst beneficiaries, 39 per cent of females and 33 per cent of males viewed their current job as close or very close to their dream job. This percentage is highest among dual system beneficiaries, with 47 per cent reporting their job was close or very close to their dream job. Geographically, beneficiaries in Upper Egypt were found to be the closest to their dream job, with 50 per cent of beneficiaries reporting so.

While a strong correlation was observed between job satisfaction and closeness to dream job, only 47 per cent of graduates who said their jobs were close to their dream job also stated that they believed they had large or very large chance for career progression. This seems to indicate that career progression is a less important factor in the consideration of a dream job.

**Figure (41)**  
The extent to which their current job match their dream (%)



Number of respondents: 611

Percentage out of those who are currently employed

## Section Four

### Graduates' perceptions of the labour market and career opportunities

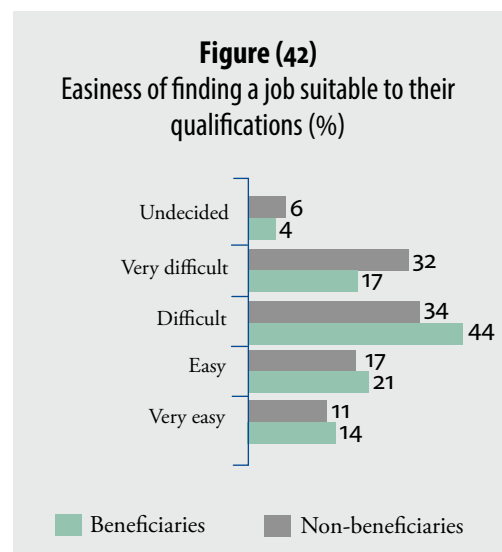
One of the goals of career guidance services is to teach beneficiaries how to discover and find opportunities in the labour market that match their requirements and potential. The services aim to encourage beneficiaries to have a positive perception of the labour market in the sense that they should not give up hope too easily, particularly if they face challenges, and that they should make the required effort to attain jobs that are available. Career guidance encourages jobseekers to be persistent, self-confident, and to trust in their skills and strengths. At the same time, the services promote beneficiaries to seek more information on the labour market, the skills in demand and the available opportunities.

The purpose of this section is to examine whether or not career guidance has changed the labour market perceptions of graduates. This is achieved by comparing the opinions of career guidance beneficiaries with that of non-beneficiaries. The section presents the opinions of all respondents except for those who are out of the labour force<sup>14</sup>. This sample therefore consists of 775 graduates, of which 220 are GLZ career guidance service beneficiaries, and 41 are ILO career guidance service beneficiaries.

#### 4.1 Graduates' perceptions of the availability of suitable jobs in the labour market

Graduates were asked how easy they think it is to find jobs in the labour market in relation to four factors: (1) jobs that are suitable for their qualifications (2) jobs in their governorates (3) jobs in the private sector; and (4) jobs in the government sector. The common trend that emerged from the findings was that beneficiaries considered it slightly easier to find jobs than non-beneficiaries. This indicates that career guidance services may have succeeded in positively influencing beneficiaries' perceptions of the labour market, by reassuring them that there are job opportunities in the labour market that they need to actively pursue.

Regarding the extent to which respondents think it is easy to find jobs that suit their qualifications, 35 per cent of beneficiaries believed it was either easy or very easy, compared to 28 per cent of non-beneficiaries. Beneficiaries from Lower Egypt were found to be more optimistic, than other regions, and no difference was found between male and female responses.

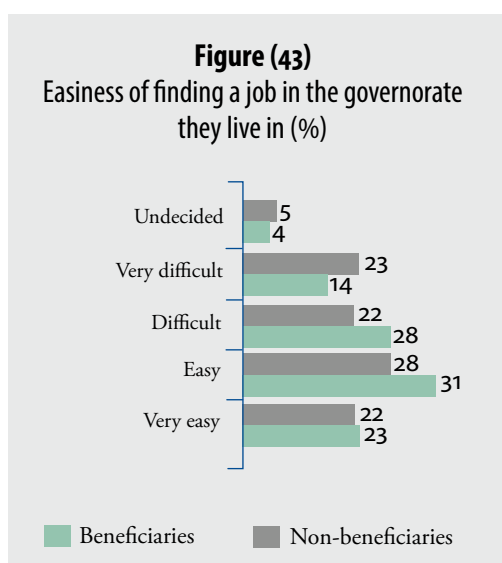


Number of respondents: 775

<sup>14</sup> This also excludes those in the military service or expected to join it, as they would not be interested in understanding the current situation of the labour market, and their perceptions were believed to distort the results.



For finding jobs in their governorate, Figure (43) shows that there are no significant differences between beneficiaries and non-beneficiaries. A total of 54 per cent of beneficiaries and 50 per cent of non-beneficiaries believed it was either easy or very easy to find jobs in their governorate. No differences were also found between male and female beneficiaries. Geographically, beneficiaries from Greater Cairo were more confident in finding a job in their governorate, with 63 per cent reporting it is easy or very easy, followed by 54 per cent of beneficiaries in Lower Egypt, 45 per cent of beneficiaries in the Suez Region, and 40 per cent of beneficiaries in Upper Egypt.

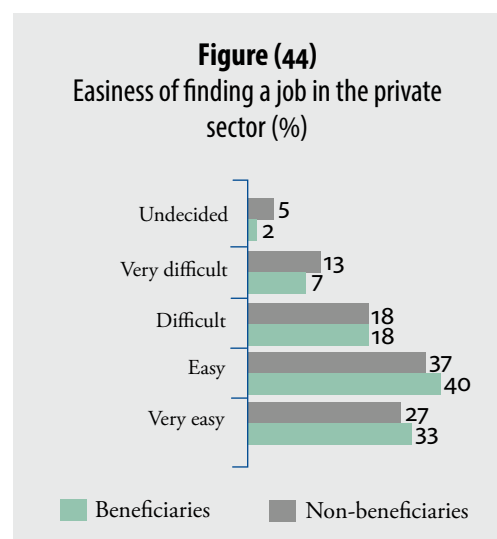


Number of respondents: 775

Approximately three-quarters (73 per cent) of beneficiaries were found to believe it is easy or very easy to find a job in the private sector job, compared to 64 per cent of non-beneficiaries. No difference was found between genders, 72 per cent of female beneficiaries and 73 per cent of male beneficiaries reporting it was easy or very easy to gain a private sector job.

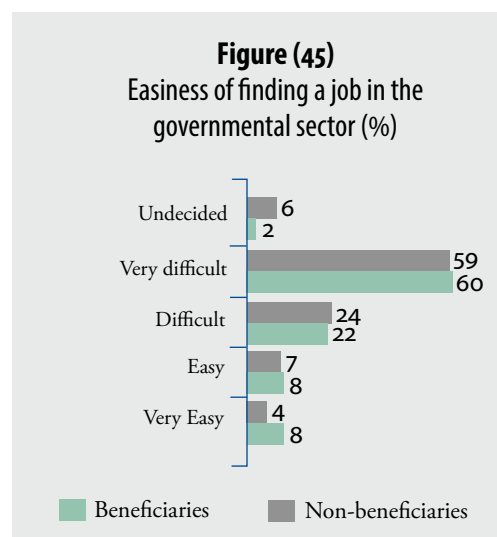
By region, 80 per cent of beneficiaries from Upper Egypt thought it was easy or very easy to attain a private sector job, followed by 77 per cent of Greater Cairo beneficiaries, 70 per cent of Suez beneficiaries, and 69 per cent of beneficiaries in Lower Egypt.

By region, 79 per cent of beneficiaries from Upper Egypt thought it was easy or very easy to attain a private sector job, followed by 77 per cent of Greater Cairo beneficiaries, 70 per cent of Suez beneficiaries, and 69 per cent of beneficiaries in Lower Egypt.



Number of respondents: 775

Finding a job in the government sector was found to be perceived as more difficult to attain, with only 16 per cent of beneficiaries and 11 per cent of non-beneficiaries having reported it is easy or very easy to find. More female beneficiaries (26 per cent) were found to believe it is easier to attain a government sector job than male beneficiaries (12 per cent). Suez region beneficiaries were also more likely to state that it is easy to find a job in the governmental sector, whereas Upper Egypt beneficiaries were the least likely to believe this.

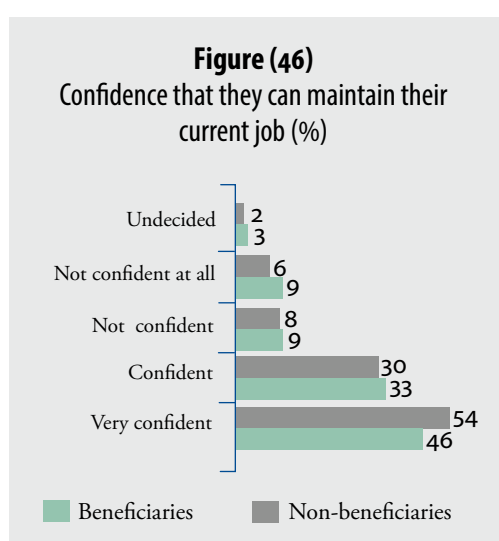


Number of respondents: 775

## 4.2 Graduates' confidence in their ability to find and maintain jobs

### 4.2.1 Level of confidence in maintaining their current job

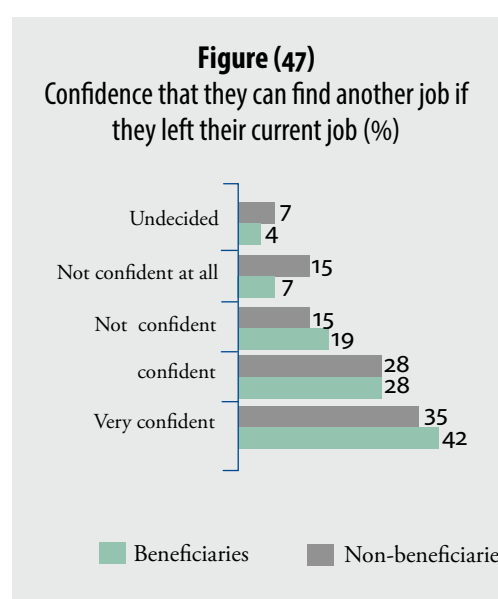
Although a smaller share of beneficiaries were confident that they could maintain their current job (46 per cent) compared to non-beneficiaries (54 per cent), beneficiaries were found to be more confident that they could find another job if they left their current employment. Female beneficiaries were found to be more confident that they could maintain their current jobs than their male counterparts, with 88 per cent of females reporting so in comparison to 77 per cent of males.



Number of respondents: 611  
Percentage out of those who are currently employed

### 4.2.2 Level of confidence in finding another job

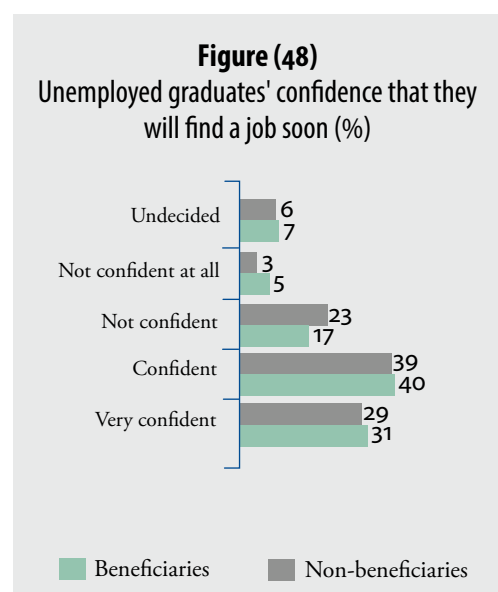
The survey findings revealed that 70 per cent of beneficiaries and 63 per cent of non-beneficiaries were confident or very confident that they could find a new job if they left their current job. The results showed that the longer a person worked in an insecure job, the more confident they were that they would find a new job. A total of 76 per cent of beneficiaries who were self-employed said that they were confident or very confident that they would find a new job, followed by 67 per cent of beneficiaries working in the private sector, and 50 per cent of beneficiaries working in the government sector.



Number of respondents: 611  
Percentage out of those who are currently employed

### 4.2.3 The confidence of unemployed graduates in finding a job

Unemployed graduates were asked how confident they were about finding a job soon. No significant differences were found between unemployed beneficiaries and non-beneficiaries, with 71 per cent of beneficiaries and 68 per cent of non-beneficiaries reporting that they were either confident or very confident about finding a job. The differences between unemployed male and female beneficiaries was also found to be very minimal. By geography, unemployed beneficiaries in Greater Cairo were found to be the most confident that they would find a job soon, followed by Lower Egypt residents, while Suez region residents had much lower confidence.



Number of respondents: 136  
Percentage out of those who are unemployed and searching for a job

## 4.3 Graduates' awareness of the skill needs and legal regulations of the labour market

### 4.3.1 Awareness of labour market skills in demand

Employers value employees who have core employability skills that would enable them to perform well in their jobs. Such skills include communication skills, teamwork, leadership, self-initiative among others, in addition to occupation-specific technical and vocational skills. To assess the level of awareness of technical secondary school graduates on the importance of these skills, an open question was added to allow respondents to state the three most important skills they think employers seek in their employees. The results showed that the level of awareness regarding the importance of most core employability skills was higher among beneficiaries, with their top three most important skills reported to be:

- (1) proper conduct with others (17 per cent)
- (2) meeting deadlines (14 per cent)
- (3) being disciplined (14 per cent)

This was followed by mastering technical and vocational skills (13 per cent), having experience (11 per cent), honesty (8 per cent), intelligence (8 per cent), passion for work (8 per cent), self-confidence (7 per cent), working diligently (7 per cent) and mastering languages (7 per cent).

For non-beneficiaries, the top three skills perceived to be most important were:

- (1) mastering technical and vocational skills (18 per cent)
- (2) being disciplined (12 per cent)
- (3) having passion for work (11 per cent)

This was followed by getting things done in a timely manner (10 per cent), intelligence (9 per cent) good behavior (9 per cent) and ethics (9 per cent), honesty (8 per cent), self-confidence (8 per cent) and experience (8 per cent).

### 4.3.2 Awareness of labour legislation

The career guidance services include providing information to jobseekers about labour rights and obligations. According to Egyptian Labour Laws, the maximum number of working hours is eight hours per day or 48 hours per week, excluding breaks. Workers also get 21 days of paid annual leave and six days of casual leave (unplanned leave)<sup>15</sup>. The survey included three questions that aimed to measure the knowledge of technical secondary school graduates on the number of legal working hours, the number of legal annual leave days and the number of legal casual leave days.

The survey results showed more beneficiaries (60 per cent) were aware of the correct number of legal working hours than non-beneficiaries (47 per cent). Male beneficiaries were also found to be slightly more aware than female beneficiaries, with 62 per cent of males knowing the correct number of legal working hours compared to 54 per cent of females.

The vast majority of graduates surveyed were not aware of the number of annual leave days that they are entitled to by law, with 70 per cent beneficiaries and 77 per cent of non-beneficiaries reporting they did not know. Only 4 per cent of beneficiaries and non-beneficiaries were aware that they were entitled to 21 annual leave days per year. Similarly, almost all graduates were not aware of the number of casual leave days entitled to by law.

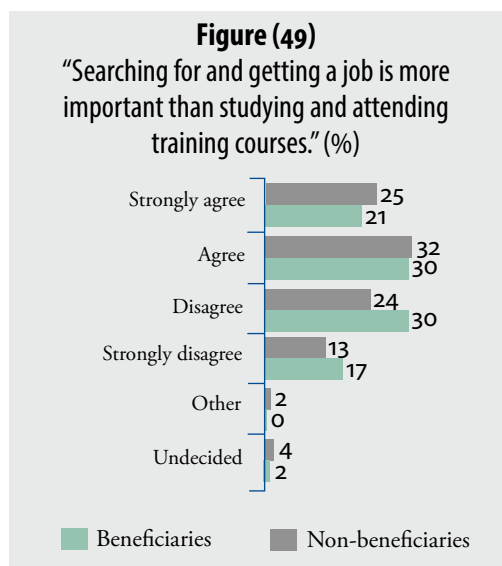
<sup>15</sup> Egyptian Labour Laws, <https://www.egypt.gov.eg/arabic/laws/labour/default.aspx>

#### 4.4 Graduates' perceptions and approaches towards the labour market

Graduates were asked about their level of agreement with a number of statements that aimed to examine whether career guidance services had an impact on their attitudes towards the labour market. The survey results indicated that for the majority of questions, no significant differences were found between the responses of beneficiaries and non-beneficiaries. The only significant difference found was related to graduates' assessments of the importance of finding a job versus studying and training, with more beneficiaries reporting that they prioritized studying and training than non-beneficiaries.

Career guidance services encourage students to work on improving their skills and knowledge before and during their job search in order to increase their chances of finding the job they aspire.

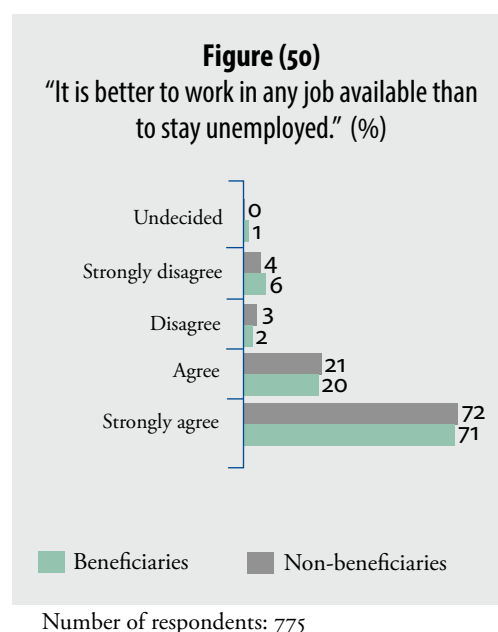
In the survey, graduates were asked to prioritize searching for a job versus attending training courses. As shown in Figure (49), almost half of the surveyed beneficiaries (47 per cent) either disagreed or strongly disagreed that searching for and finding a job is more important than attending training courses. Whereas, 37 per cent of non-beneficiaries either disagreed or strongly disagreed that searching for and attaining a job was more important.

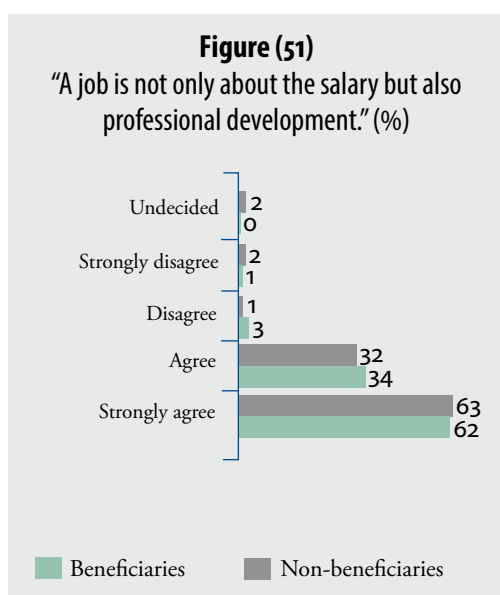


The percentage of those who agreed or strongly agreed with this statement was 42 per cent among female beneficiaries and 56 per cent among male beneficiaries.

When graduates were asked whether they agreed it was better to accept available jobs rather than to stay unemployed, 91 per cent of beneficiaries and 93 per cent of non-beneficiaries agreed or strongly agreed that it was better to accept available jobs. No significant differences were also found between male and female beneficiaries.

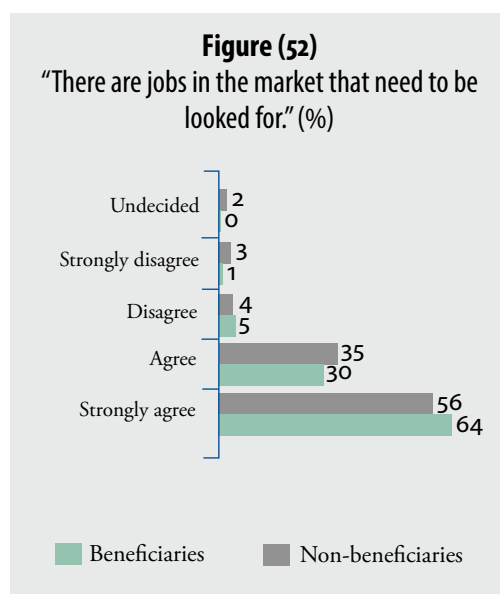
The vast majority of graduates were also found to agree or strongly agree that a job is not only about the salary earned but also about professional development. No differences were found in the responses of graduates, with 96 per cent of beneficiaries and 95 per cent of non-beneficiaries agreeing or strongly agreeing with this statement.





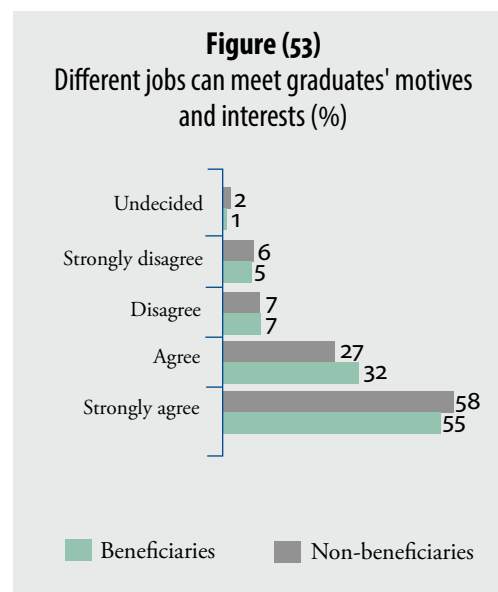
Number of respondents: 775

As shown in Figure (52), a total of 94 per cent of beneficiaries and 91 per cent of non-beneficiaries agreed or strongly agreed that there are jobs in the market that need to be looked for. The results also showed that 87 per cent of beneficiaries and 85 per cent of non-beneficiaries agreed or strongly agreed that there are many jobs that can fulfil their ambitions and satisfy their interests. No significant differences were found in the responses of male and female graduates.



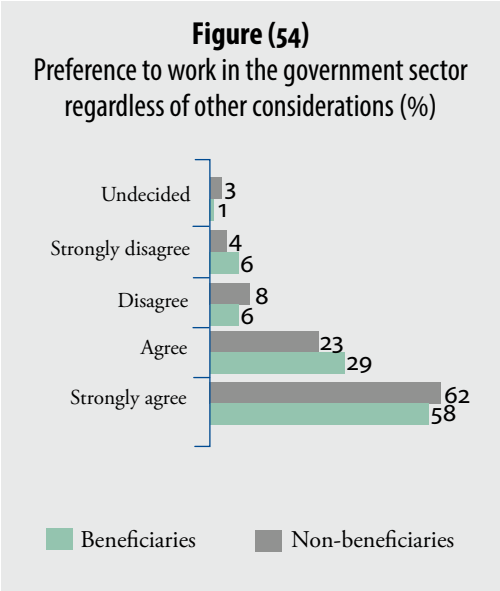
Number of respondents: 775

Graduates were additionally asked whether they would prefer working in the government sector regardless of any other considerations. The vast majority of graduates were found to agree with the statement, with 87 per cent of beneficiaries and 85 per cent of non-beneficiaries either agreeing or strongly agreeing that they would prefer to work in the government sector. Female respondents, however, had a higher preference towards government sector jobs than male beneficiaries, with 96 per cent of females agreeing with the statement compared to 83 per cent of males.

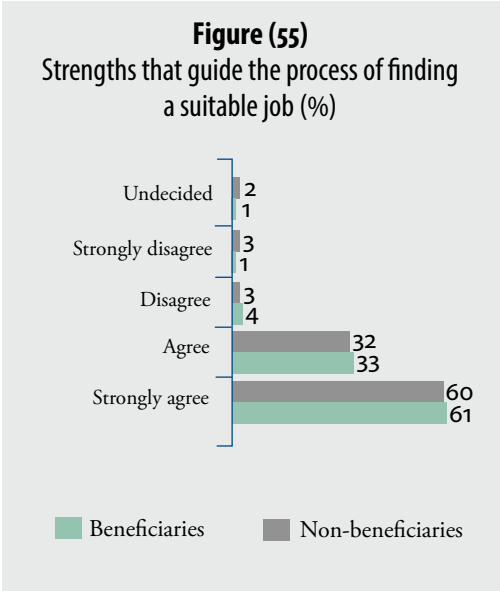


Number of respondents: 775

The vast majority of graduates also agreed that their strengths guide the process of finding a suitable job, with 94 per cent of beneficiaries and 92 per cent of non-beneficiaries either agreeing or strongly agreeing with the statement. No differences were found between the response of male and female graduates.



Number of respondents: 775



Number of respondents: 775

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## Conclusions and recommendations

This report aims to assess the impact of career guidance services introduced by the Ministry of Education with the support of the GLZ and the ILO. The services have the objective of boosting the employability of technical secondary school graduates, improving their chances of employment, and enhancing their perception of the labour market and career opportunities. It also assesses beneficiaries' satisfaction with the career guidance services they received.

An impact study was conducted which traced and interviewed 1,343 young graduates by telephone. The young men and women who participated in the study had all graduated 6 months earlier from 19 different technical schools across the country. In the sample, 540 youth had participated in the career guidance program, while the remaining graduates served as a control group in the study to assess differences in terms of employability, employment status, and perceptions of the labour market and career opportunities.

The results found that the vast majority of career guidance beneficiaries were satisfied with the services they received, found it beneficial and were willing to recommend it to others. The most important skills that beneficiaries mentioned they acquired from the service were job search and job application skills, as well as self-confidence. The main areas for improvement mentioned by beneficiaries included extending the duration of the program, inclusion of practical application of program concepts such as real-life interviews, and capacity development of some teachers.

The impact study results showed that there are some differences between the self-assessment of beneficiaries and non-beneficiaries in terms of some employability aspects. Beneficiaries had a stronger belief in their ability to identify their strengths, respect different and opposing opinions, work in a team, and identify their interests. More beneficiaries were also found to have a career goal they wanted to achieve

within three years, have a CV and knew how to fill in a job application than non-beneficiaries. However, no significant differences existed with regards to the graduates' interest to start their own business.

In addition, the results suggest that career guidance services encourage students to seek further learning, as more beneficiaries were found to have taught themselves a new skill or language after graduation, in comparison to non-beneficiaries. Generally, male respondents rated themselves consistently higher in all employability aspects than their female counterparts.

Approximately half of all graduates were found to have been working during high school, with a significantly lower percentage for females compared with males. With regards to job search after graduation, a similar share of beneficiaries and non-beneficiaries depended primarily on family and acquaintances in their search for a job. Beneficiaries showed higher results in terms of assessing their job search efforts after graduation. These efforts included applying to a larger number of companies and attending more interviews than non-beneficiaries.

Although the career guidance services were found to have positive influences on the employability of graduates, no significant impact was found on their employment status, the number of jobs they had since graduation, and the time spent to find their first job. The study found that six months after graduating, almost half the graduates interviewed were employed with more self-employed non-beneficiaries than beneficiaries. However, it is possible that participation in the career guidance program decreased the likelihood of students becoming self-employed since the program raised awareness about job security. Female graduates were also found to be four times less likely to work than male graduates.

The impact assessment investigated different aspects of job quality in the graduates' place of employment, with the findings showing that slightly more beneficiaries possessed work contracts than non-beneficiaries. The impact assessment also found that the workplaces of beneficiaries offered a range of benefits including medical insurance, a job contract, and social insurance. By contrast, a greater share of non-beneficiaries worked in places that offered fixed salaries and housing allowances.

Beneficiaries were found to be more optimistic about their labour market prospects, with a clear tendency to have stronger beliefs in their ability to find a job than non-beneficiaries. Although more non-beneficiaries were confident of their ability to maintain their current job, the impact assessment found that more beneficiaries were confident they could find a new job should if they left their current one. This finding could reflect their enhanced self-confidence and ability to identify their strengths that would allow them to find a new job.

With regard to respondents' awareness of selected articles in the Egyptian Labour Laws, beneficiaries' were found to be slightly more aware of legal working hours, yet their knowledge fared no better than non-beneficiaries in other aspects of the law.

Although the impact assessment was found to have a positive impact on the employability of graduates, no significant influence was found with regards to the employment status. This result comes to no surprise, given the current economic situation and the difficulty young people face in transitioning to the labour market in Egypt. Job quality was found to be slightly better among beneficiaries, who were also found to be more optimistic about their labour market prospects than non-beneficiaries.

Based on the impact assessment results, the following are some suggested modifications that can make the career guidance services more effective:

- » Extending the duration of the program and expanding it to all schools and grades, this also includes providing career guidance content to preparatory schools to allow for early vocational guidance and to support educational choices of students.
- » Increasing activities and practical exercises as part of the career guidance program.
- » Institutionalizing and disseminating career guidance programs by integrating them in the mandatory curricular and extracurricular activities of students.
- » Providing on-going training to teachers and facilitators in order to ensure quality service delivery and exchange teaching experiences.
- » Strengthening the content on labour rights and responsibilities of employers and employees.
- » Inviting graduates to share their job search and work experience with students of career guidance services.
- » Conducting regular tracer studies with graduates, particularly after a longer period of time, and including baseline information on both career guidance beneficiaries and non-beneficiaries, to be compatible with the nature of the Egyptian labour market in which high rates of unemployment prevent youth from finding jobs as soon as they want.



## Appendices

## **Appendix 1**

### **Survey questionnaire**

## Introduction

Good morning/ Good evening

My name is ..... from GISR Institution for Survey Research. We are conducting a survey as a request from the Ministry of Education to identify the opinions and aspirations of young technical secondary school graduates. The ministry has provided us with your contact information to interview you as one of the graduates of [name of the school]. May I have 10 minutes of your time?

Personal Information

Personal Information

Name of interviewer: -----

1. Telephone number: -----

2. Name of respondent: -----

3. Gender:

☐ Male

☐ Female

Now I will confirm with you some of your personal information that we have:

4. Year of graduation: -----

5. School name:

☐ Ghamra Industrial

☐ Abasseya Technical School

☐ Roshdy Industrial

☐ DS Industrial Dist. 6

☐ Sadat Industrial District 1

☐ DS Industrial Dist. 11

☐ Desouk Agricultural

☐ Al Zehor Industrial

☐ Ebshna Technical School

☐ Sadat Industrial- District 8

☐ Mohamed Ossama

☐ Al Hamool Commercial

☐ Beni Suef Technical school for girls

☐ Other (Please specify)

6. Study type:

☐ Industrial

☐ Commercial

☐ Agricultural

☐ Tourism

7. School type:

☐ Technical secondary school of school-based 3 year education

☐ Technical secondary school of 3 year dual education

☐ Technical secondary school of school-based 5 year education

8. Age: -----

9. Governorate (where the respondent lives):

☐ Cairo

☐ Giza

☐ El-Menoufeya

☐ Beni Suef

☐ Alexandria

☐ Port Said

☐ Kafr El-Sheikh

☐ Other (Specify)

---

10. Area of residence:

☐ Rural ☐ Urban

11. Did you receive a career guidance program in your school?

☐ Yes ☐ No (move to Q13).

12. May I know the type of the career guidance sessions:

☐ GIZ – full curriculum (3 or 2 years) ☐ GIZ - final year ☐ GIZ – condensed curriculum (Four-day course)

☐ ILO ☐ Other (Please specify)

13. Did you receive any career guidance or employment services anywhere outside your school, such as attending a job fair, training on how to search for a job, employment service by a private or public employment office or other services?

☐ Yes ☐ No (move to 15)

14. Please specify:

☐ I attended an employment fair

☐ I participated in a training on job search skills outside school

☐ I received a list of job vacancies from a service provider

☐ I went to the public employment office and they provided me with help to find a job

☐ Other (Please specify)

## 1. Youth employability

Now I am going to ask you about yourself and your career goals and aspirations. On a scale from 1 to 4, how would you evaluate yourself in terms of the following skills and capabilities; where 1 means you completely lack it and 4 means it is one of your strengths?

	1	2	3	4	Undecided
15. Ability to identify your strengths and weaknesses					
16. Self-confidence					
17. Problem solving skills					
18. Ability to provide new, creative and unconventional solutions					
19. Ability to work and cooperate within a team					
20. Respecting different opinions even if they oppose yours					
21. Effective communication with others					
22. Making your own career decisions					
23. Presentation skills. i.e. you can present yourself, your ideas or accomplishments in front of your colleagues and teachers					
24. Ability to identify your interests					
25. Leadership and management skills					

26. Do you have a career goal that you want to achieve in the next three years? Do you have something in mind that you want to achieve in your professional life either by studying or at work in the next three years?

☐ Yes

☐ No

27. Are you considering starting your own business?

☐ Yes

☐ Yes, with conditions  
(State conditions)

☐ I am currently  
self-employed

☐ No

☐ Undecided

28. Did you attend any training courses after your graduation? May I know what they were? (multiple responses allowed)

-----  
☐ I did not attend any training courses

29. Did you try to teach yourself a new skill or language after your graduation?

☐ Yes

☐ No (Go to Q31)

30. What are these skills or languages? (multiple responses allowed)

-----  
-----

31. Do you have a Curriculum Vitae?

☐ Yes      ☐ No (Go to Q33)      ☐ Can not t specify (Go to Q33)

32. Have you ever edited/ updated your CV? If yes, how often do you edit/ update your CV?

☐ I have never edited/ updated my CV

33. Do you know how to fill in a job application?

☐ Yes      ☐ No

34. Did you work during school? (Note for the researcher: we mean high school)

☐ Yes, I worked.      ☐ No.

35. Did you search for a job during your school years? (we mean high school)

☐ Yes.      ☐ No.

36. Did you search for a job after your graduation?

☐ Yes      ☐ No (Go to Q41)

☐ I continued working at the same place I used to work (Go to Q41)      ☐ I got a job without searching (Go to Q41)

37. When did you start exploring/searching for a job after graduation? (specify month and year)

☐ \_\_\_\_\_

☐ I cannot remember/did not specify

38. What are the ways/means you use to search for a job? Do you depend on your family and acquaintances, going yourself to employers, ads in newspapers and television, ads in the streets, public or private employment offices, internet, job fairs or NGOs? (multiple responses allowed)

- ☐ Family and acquaintances
- ☐ I went myself to the employer and applied
- ☐ Newspapers and television advertisements
- ☐ Advertisements in the streets
- ☐ Public Employment Services (PES) offices
- ☐ Private recruitment office
- ☐ Internet and social networking websites
- ☐ Job fairs
- ☐ NGOs
- ☐ Others (State means)

39. After your graduation, how many companies, shops or governmental agencies have you applied to, whether it is a formal application or informally contacting an employer through your family or acquaintances?

☐ -----

☐ I cannot remember/did not specify

40. How many interviews have you attended since your graduation, including interviews done informally through the telephone or in a place other than the work place?

☐ -----

☐ I can't remember/didn't specify

41. Did you have a job after your graduation?

☐ Yes

☐ No (Go to Q44)

42. How many jobs did you have after your graduation, including your current job, if you are currently employed?

-----

43. After your graduation, how long did it take you to find your first job? (Mention the period in months)

-----

## 2. Youth Employment Outcome

44. For men only: are you currently in the military services, or expecting to be in the next 3 or 4 months?

☐ Yes

☐ Expecting to be

☐ No

☐ Female

45. Are you currently studying in a university or an institute?

☐ Yes in a university

☐ Yes in an institute

☐ No

46. Are you currently employed?

☐ Yes (Move to Q50)

☐ No

☐ In the Military (move to Q77)

☐ Expecting Military service

47. Have you been looking for a job in the past 4 weeks?

☐ Yes (Move to Q49)

☐ No

### 2.1 Out of the Labour Force Respondents (Respondents who are not actively looking for a job in the past 4 weeks)

48. Why aren't you searching for a job? (multiple responses) (Don't read answers)

☐ I prefer to be a housewife

☐ I am studying

☐ My family does not approve my working

☐ Health problems

☐ Other (Please specify)

(Note to the interviewer: If the respondent is a career guidance program beneficiary, go to Q92. If the respondent is non-beneficiary, go to Q111)

## 2.2 Unemployed Respondents

49. To what extent are you confident that you will find a job soon? (Go to Q77 after asking this question).

- ☐ Very confident   ☐ Confident   ☐ Not confident  
☐ Not confident at all   ☐ Undecided

## 2.3 Employed Respondents

Regarding your current job:

50. Is this your first job?

- ☐ Yes   ☐ No

51. How long have you been in your current job? (State the period in months)

-----

52. Do you work in the governmental, private, or public business sector, or are you self-employed?

- ☐ Governmental sector   ☐ Private sector  
☐ Public business sector   ☐ Self-employed

53. Do you work in the industrial, commercial, agricultural, or tourism sector? Or do you work in another sector?

- ☐ Industrial   ☐ Commercial  
☐ Agricultural   ☐ Tourism  
☐ Others, namely: \_\_\_\_\_

54. Please tell me on average how many minutes it takes you to arrive to your work from your residence

- ☐ Less than 30 min   ☐ 30- <60 min   ☐ 60- <90 min   ☐ 90+ min

55. Do you work . . . . .?

- ☐ Full-time (Go to Q57)   ☐ Part-time   ☐ As an intern

56. Are you willing and available to work additional hours?

- ☐ Yes   ☐ No   ☐ Undecided

57. How did you find your current job? (multiple responses allowed)

- ☐ Family and acquaintances  
☐ I went myself to the employer and applied  
☐ Newspapers and television advertisements  
☐ Ads in the streets  
☐ Public Employment Services (PES) Offices  
☐ Private Recruitment Office  
☐ Internet and social networking websites  
☐ Job fairs  
☐ NGOs  
☐ Others (State means)



58. Do you have a contract at your current work?

☐ Yes

☐ No (Go to Q41)

☐ I am self-employed and have social insurance (Move to Q68)

☐ I am self-employed and I don't have social insurance (Move to Q68)

I will tell you some benefits that employers provide and I would like to know if your employer provide....?

	Yes	No	Can't specify
59. Job contract			
60. Medical insurance			
61. Social insurance			
62. Meals/ meal allowance			
63. Transportation/ transportation allowance			
64. Housing/ housing allowance.			
65. Nursery for worker's children			
66. Fixed salary			
67. Financial rewards for good performance			

68. Would you tell me what is your monthly income on average?

☐ Less than 500 EGP

☐ 500 to less than 1000 EGP

☐ 1000 to less than 1500 EGP

☐ 1500 to less than 2000 EGP

☐ 2000 to less than 3000 EGP

☐ 3000 EGP or more

☐ Refused to respond to the question.

☐ No Fixed Income

69. To what extent are you satisfied with your current job? (Read Options)

☐ Very satisfied

☐ Satisfied

☐ Not Satisfied

☐ Not Satisfied at all

☐ Undecided

---

70. To what extent is your current job show prospects for promotion and career progress? (Read Options)

- |   |   |
|---|---|
| <input type="checkbox"/> To a very large extent | <input type="checkbox"/> To a large extent      |
| <input type="checkbox"/> To a small extent      | <input type="checkbox"/> To a very small extent |
| <input type="checkbox"/> No prospects at all    | <input type="checkbox"/> Undecided              |

71. To what extent is your current job suitable to your skills and qualifications? (Read options)

- |  |  |
|--|--|
| <input type="checkbox"/> Very Suitable | <input type="checkbox"/> Suitable        |
| <input type="checkbox"/> Unsuitable    | <input type="checkbox"/> Very unsuitable |
| <input type="checkbox"/> Undecided     |  |

72. To what extent is your current job suitable to your school specialization? (Read Options)

- |  |  |
|--|--|
| <input type="checkbox"/> Very Suitable | <input type="checkbox"/> Suitable        |
| <input type="checkbox"/> Unsuitable    | <input type="checkbox"/> Very unsuitable |
| <input type="checkbox"/> Undecided     |  |

73. To what extent is your current job suitable to your personal circumstances and requirements? (Read Options)

- |                                     |   |
|-------------------------------------|---|
| <input type="checkbox"/> Very close | <input type="checkbox"/> Close            |
| <input type="checkbox"/> Not close  | <input type="checkbox"/> Not close at all |
| <input type="checkbox"/> Undecided  |   |

74. To what extent does your current job match or close to your dream job? (Read Options)

- |   |   |
|---|---|
| <input type="checkbox"/> Very Confident | <input type="checkbox"/> Confident            |
| <input type="checkbox"/> Not Confident  | <input type="checkbox"/> Not Confident at all |
| <input type="checkbox"/> Undecided      |   |

75. To what extent are you confident that you can maintain your current job? (Read Options)

- |   |   |
|---|---|
| <input type="checkbox"/> Very Confident | <input type="checkbox"/> Confident            |
| <input type="checkbox"/> Not Confident  | <input type="checkbox"/> Not Confident at all |
| <input type="checkbox"/> Undecided      |   |

76. To what extent are you confident that you can find another job if you are to leave your current job? (Read Options)

- |   |   |
|---|---|
| <input type="checkbox"/> Very Confident | <input type="checkbox"/> Confident            |
| <input type="checkbox"/> Not Confident  | <input type="checkbox"/> Not Confident at all |
| <input type="checkbox"/> Undecided      |   |

### 3. Youth Perception of Labour Market and Career Opportunities

To what extent do you find it easy to....., Is it very easy, easy, difficult, or very difficult?

	Very easy	Easy	Difficult	Very Difficult	Undecided
77. Find a job that is suitable to your qualifications					
78. Find a job in the governorate you live in					
79. Find a job in the governmental sector					
80. Find a job in the private sector					

I will tell you some statements and you tell me to what extent do you agree with the, do you strongly agree, agree, strongly disagree, disagree?

	Strongly Agree	Agree	Disagree	Strongly Disagree	Undecided
81. Searching for and getting a job is more important than studying and attending training courses					
82. It is better to work in any job available than to stay unemployed					
83. Job is not only about the salary but also professional development					
84. There are jobs in the market, I need to look for them					
85. Different jobs can meet your motives and interests					
86. My strengths help me to find the appropriate job					
87. No matter what, you prefer to find a job in the governmental sector					

88. Would you name three personal skills that employers would like the young people they want to hire to have? (multiple responses allowed)

89. Do you know the number of working hours per day according to the law?

90. Do you know the number of days of annual leave according to the law?

91. Do you know the number of days of casual leaves per year according to the law?

(Note to the interviewer: If the respondent is a career guidance program beneficiary, go to Q92.If the respondent is non-beneficiary, go to Q111).

#### 4. Beneficiaries' Assessment of Career Guidance Programs

Now I'm going to ask you about the career guidance program you received at school:

92. To what extent do you think that the career guidance program you attended was useful?  
(Read Options)

☐ Very Useful

☐ Useful

☐ Not useful

☐ Not useful at all

☐ Undecided

93. Would you encourage others to attend the career guidance program?

☐ Yes

☐ Maybe

☐ No

☐ Undecided

94. Generally speaking, what do you think you have learnt from this program? (multiple responses allowed)

-----  
To what extent did the career guidance program help you achieve the following personal goals? (Read options-)

	Very helpful	Helpful	Not helpful	Not Helpful at all	Undecided
95. Setting your future goals					
96. Identifying your strengths					
97. Writing your Curriculum Vitae / job application					
98. Knowing how to behave at job interviews					
99. Knowing the means to utilize in job search					
100. Knowing your rights and obligations at work					
101. Acquiring necessary skills to land a job and maintain it					
102. Making your own career decisions on your own					
103. Increasing your self-confidence					
104. Being more informed about the available jobs in the market					
105. Being more informed about educational and training opportunities in the market					
106 Know how to deal with difficult situations at work with colleagues and supervisors					
107. Know the career options you face and compare between them					

108. Were there any problems/drawbacks with the training of the career guidance program?

☐ Yes

☐ No. (move to Q110)

109. What were these problems/ drawbacks?

-----

110. What are your suggestions to improve this training in the future? (multiple responses allowed)

-----

☐ None/ undecided.

111. What is your father's level of education?

☐ Illiterate

☐ Less than primary

☐ Primary-preparatory

☐ High School

☐ University graduate

☐ Post Graduate

112. What is your mother's level of education?

☐ Illiterate

☐ Less than primary

☐ Primary-preparatory

☐ High School

☐ University graduate

☐ Post Graduate

113. On average, what is the monthly income of your family?

☐ Less than 500 EGP

☐ 500 to less than 1000 EGP

☐ 1000 to less than 1500 EGP

☐ 1500 to less than 2000 EGP

☐ 2000 to less than 3000 EGP

☐ 3000 EGP or more

☐ Refused to respond to the question.

☐ Can't specify

## **Appendix 2**

### **Overview of technical schools included in the sample**

**Table (1): Overview of technical schools included in the sample**

S	Region	Governorate	School name	School type	Type of career guidance service
1	Greater Cairo	Cairo	Al-Abbaseya technical School for Girls	Technical secondary school	GIZ Full curriculum
2		Cairo	Ghamra industrial school	Technical secondary school	GIZ Full curriculum
3		Cairo	Mohamed Osama commercial school	Technical secondary school	ILO
4		Giza	Technical secondary for DS- District 6	Dual system	GIZ Full curriculum
5		Giza	Technical secondary for DS-District 11	Dual system	GIZ Full curriculum
6	Lower Egypt	Menoufia	Sadat industrial school - District 1	Technical secondary school	GIZ Full curriculum
7		Menoufia	DS Sadat industrial school - District 8	Dual system	GIZ Full curriculum
8		Kafr El-Shiekh	Desouq agricultural school	Technical secondary school	GIZ condensed programme
9		Kafr El-Shiekh	Al-Hamoul commercial school for girls	Technical secondary school	GIZ condensed programme
10	Upper Egypt	Beni-Suef	Ebshna technical school for girls	Technical secondary school	GIZ Last year
11		Beni- Suef	Beni-Suef technical school for girls	Technical secondary school	GIZ Last year
12		El-Fayoum	The new technical school	Technical secondary school	GIZ Last year
13		El-Fayoum	El-Fayoum advanced hotel school	Five year system	GIZ Last year
14	Suez Region	Port-Said	Al-Zohor industrial school for girls	Technical secondary school	GIZ Last year
15		Alexandria	Roshdy industrial school for girls	Technical secondary school	GIZ Last year
16		Alexandria	Mohamed Ali Al Zokhrofia school	Technical secondary school	ILO
17		Ismailia	El-Tal Elkebeer commercial school	Technical secondary school	ILO
18		Ismailia	Ismailia Agricultural	Technical secondary school	ILO
19		Ismailia	El-Salam El-Zokhro-feya	Technical secondary school	ILO

## **Appendix 3**

### **Detailed results**



## Survey results according to service provider

Q3. Gender	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Male	48	45	52	45	39	45
Female	52	55	48	55	61	55
Total	100	100	100	100	100	100

Q6. Study type	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Industrial	55	59	69	65	25	33
Commercial	26	15	12	9	57	43
Agricultural	15	24	14	24	18	24
Tourism	4	2	5	2	0	0
Total	100	100	100	100	100	100

Q7. School type	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
3 year	85	94	78	93	100	100
5 years	4	2	6	2	0	0
Dual system	11	4	16	5	0	0
Total	100	100	100	100	100	100

Q9. Governorate	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Greater Cairo	36	30	34	29	40	36
Upper Egypt	16	26	22	31	1	0
Lower Egypt	25	26	36	31	0	1
Suez region	23	18	8	9	59	63
Total	100	100	100	100	100	100

Q10. Area of residence	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Urban	65	67	59	63	80	85
Rural	35	33	41	37	20	15
Total	100	100	100	100	100	100

Q12. May I know the type of the career guidance?	Total	GIZ	ILO
	B %	B %	B %
GIZ – full curriculum (2 or 3 years)	21	30	0
GIZ – final year	33	47	0
GIZ – condensed curriculum (4 days)	16	23	0
ILO	30	0	100
Total	100	100	100

Percentage is out of those who received career guidance

Q13. Did you receive any career guidance or employment services anywhere outside your school such as attending a job fair, or training on how to search for a job, or employment service by a private or public employment office or other?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	1	1	1	1	1	0
No	99	99	99	99	99	100
Total	100	100	100	100	100	100

Q14.1: Please specify.....I attended an employment fair	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	2	3	1	2	1	0
No	6	7	6	6	0	1
Total	8	9	7	8	1	1

\*Un-weighted frequencies

Out of those received a career guidance outside their school

Q14.2: I participated in a training on job search skills outside school	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	5	3	5	3	0	0
No	3	6	2	5	1	1
Total	8	9	7	8	1	1

\*Un-weighted frequencies

Out of those received a career guidance outside their school

Q14.3: I went to the public employment office and they provided help to find a job	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	0	3	0	2	0	1
No	8	6	7	6	1	0
Total	8	9	7	8	1	1

\*Un-weighted frequencies

Out of those received a career guidance outside their school

Q14.4: Other	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	2	1	2	1	0	0
No	6	8	5	7	1	1
Total	8	9	7	8	1	1

\*Un-weighted frequencies

Out of those received a career guidance outside their school

On a scale from 1 to 4, how would you evaluate yourself in terms of the following skills and capabilities; where 1 means you completely lack it and 4 means it is one of your strengths?

Q15. Ability to identify your strengths and weaknesses	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
1	3	5	3	5	2	7
2	24	26	22	26	27	22
3	44	39	48	38	37	44
4	26	24	25	25	29	21
Undecided	3	6	2	6	5	6
Total	100	100	100	100	100	100

Q16. Self confidence	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
1	1	2	1	3	2	1
2	8	10	10	10	3	9
3	36	35	36	34	36	39
4	55	53	53	53	59	51
Undecided	0	0	0	0	0	0
Total	100	100	100	100	100	100

Q17. Problem solving skills	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
1	2	4	2	4	1	5
2	17	17	16	17	16	18
3	41	41	44	42	35	41
4	39	36	37	36	46	35
Undecided	1	2	1	1	2	1
Total	100	100	100	100	100	100

Q18. Ability to provide new, creative and unconventional solutions	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
1	7	7	7	7	4	11
2	30	28	31	28	27	26
3	42	42	39	42	51	39
4	20	21	22	21	16	21
Undecided	1	2	1	2	2	3
Total	100	100	100	100	100	100

Q19. Ability to work and cooperate within a team	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
1	2	3	2	3	2	5
2	8	8	7	8	10	9
3	20	29	21	30	19	26
4	69	58	69	57	67	59
Undecided	1	2	1	2	2	1
Total	100	100	100	100	100	100

Q20. Respecting different opinions even if they oppose yours	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
1	1	2	1	2	0	2
2	6	9	5	9	9	8
3	16	20	16	20	14	20
4	77	69	77	69	77	70
Undecided	0	0	1	0	0	0
Total	100	100	100	100	100	100

Q21. Effective communication with others	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
1	2	1	1	1	2	1
2	5	5	6	4	4	10
3	26	30	31	31	15	27
4	67	64	62	64	79	62
Total	100	100	100	100	100	100

Q22.Making your own career decisions	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
1	2	2	2	3	4	4
2	13	13	12	13	16	13
3	38	38	40	35	33	36
4	46	48	45	48	46	46
Undecided	1	1	1	1	1	1
Total	100	100	100	100	100	100

Q23.Presentation skills	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
1	6	8	6	8	3	11
2	25	23	23	23	30	21
3	37	36	40	35	31	37
4	32	31	31	32	36	30
Undecided	0	2	0	2	0	1
Total	100	100	100	100	100	100

Q24.Ability to identify your interests	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
1	2	3	2	3	2	3
2	14	12	15	12	15	16
3	38	43	40	43	32	43
4	46	41	43	41	50	37
Undecided	0	1	0	1	1	1
Total	100	100	100	100	100	100

Q25. Leadership and Management skills	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
1	8	9	7	8	10	9
2	22	23	24	24	18	20
3	41	37	39	37	47	37
4	27	30	29	29	23	33
Undecided	2	1	1	2	2	1
Total	100	100	100	100	100	100

Q26. Do you have a career goal that you want to achieve in the next three years? Do you have something in mind that you want to achieve in your professional life either studying or at work in the next three years?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	86	77	84	77	90	79
No	14	23	16	23	10	21
Total	100	100	100	100	100	100

Q27. Are you considering starting your own business?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	55	51	53	50	59	54
No	35	41	37	42	30	39
Yes with conditions	7	5	7	5	9	5
I'm currently self-employed	2	2	2	2	2	1
Undecided	1	1	1	1	0	1
Total	100	100	100	100	100	100

Q28. Did you attend training courses after your graduation?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	8	4	9	3	6	6
No	92	96	91	97	94	94
Total	100	100	100	100	100	100

Q29. Did you try to teach yourself a new skill or language after your graduation?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	25	14	28	13	19	19
No	75	86	72	87	81	81
Total	100	100	100	100	100	100

Q31. Do you have a curriculum vitae?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	26	18	30	19	15	18
No	73	80	68	79	85	81
Undecided	1	2	2	2	0	1
Total	100	100	100	100	100	100



Q33. Do you know how to fill in a Job Application?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	85	68	86	68	82	71
No	12	28	11	28	14	27
Undecided	3	4	3	4	4	2
Total	100	100	100	100	100	100

Q34. Did you work during school? (we mean high school)	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	49	46	51	45	47	53
No	51	54	49	55	53	47
Total	100	100	100	100	100	100

Q35. Have you searched for a job during your school years?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	32	29	34	27	25	36
No	68	71	66	73	75	64
Total	100	100	100	100	100	100

Q36. Have you searched for a job after your graduation?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	32	26	29	23	38	38
No	30	33	35	36	18	22
I continued working at the same place I used to work	26	29	26	29	27	25
I got a job without searching	12	12	10	12	17	15
Total	100	100	100	100	100	100

Q38.1. What are the ways/ means you use to find a job?.....Family and acquaintances	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	70	67	75	71	58	54
No	30	33	25	29	42	46
Total	100	100	100	100	100	100

Percentage is out of those who searched a job after graduation

Q38.2. I went myself to the employer and applied	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	53	66	48	69	61	56
No	47	34	52	31	39	44
Total	100	100	100	100	100	100

Percentage is out of those who searched a job after graduation

Q38.3. Newspapers and television advertisements	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	15	9	12	9	19	9
No	85	91	88	91	81	91
Total	100	100	100	100	100	100

Percentage is out of those who searched a job after graduation

Q38.4. Advertisements in the streets	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	7	3	3	3	11	1
No	93	97	97	97	89	99
Total	100	100	100	100	100	100

Percentage is out of those who searched a job after graduation

Q38.5. Public Employment services (PES) offices	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	4	2	2	1	8	1
No	96	98	98	99	92	99
Total	100	100	100	100	100	100

Percentage is out of those who searched a job after graduation

Q38.6. Private Recruitment Office	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	4	3	3	3	3	3
No	96	97	97	97	97	97
Total	100	100	100	100	100	100

Percentage is out of those who searched a job after graduation

Q38.7. Internet and social networking web-sites	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	21	12	23	14	14	8
No	79	88	77	86	86	92
Total	100	100	100	100	100	100

Percentage is out of those who searched a job after graduation

Q38.8. NGOs	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	1	2	1	1	0	1
No	99	98	99	99	100	99
Total	100	100	100	100	100	100

Percentage is out of those who searched a job after graduation

Q38.9. Other	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	5	4	0	3	14	5
No	95	96	100	97	86	95
Total	100	100	100	100	100	100

Percentage is out of those who searched a job after graduation

Q41. Did you have a job after your graduation?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	56	55	52	54	66	60
No	44	45	48	46	34	40
Total	100	100	100	100	100	100

Q44. For men only: are you currently in the military services, or expecting to be in the next 3 or 4 months)?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	1	1	1	2	2	1
No	41	34	47	34	27	34
Expecting to be	6	10	4	9	10	10
Female	52	55	48	55	61	55
Total	100	100	100	100	100	100

Q45. Are you currently studying in a university or high institute?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes in a university	11	7	7	6	18	14
Yes in an institute	30	22	38	22	13	21
No	59	71	55	72	69	65
Total	100	100	100	100	100	100

Q46. Employment status of the graduates in the sample	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Don't work and search for a job	13	7	10	6	22	14
Don't work and don't search for a job	46	49	52	51	32	41
Yes, I'm working (continued working at the same place used to work at)	18	21	18	22	19	15
Yes, I'm working (searched for a job/ I got a job without searching)	23	23	20	21	27	30
Total	100	100	100	100	100	100

Q47. Have you been looking for a job in the past 4 weeks?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	22	13	16	11	40	25
No	78	87	84	89	60	75
Total	100	100	100	100	100	100

Percentage is out of those who are unemployed

Q48.1. Why aren't you searching for a job?...I prefer to be a housewife	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	4	6	5	6	0	6
No	96	94	95	94	100	94
Total	100	100	100	100	100	100

Percentage is out of those who are unemployed and search for a job

Q48.2. I'm studying	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	40	26	41	23	37	45
No	60	74	59	77	63	55
Total	100	100	100	100	100	100

Percentage is out of those who are unemployed and search for a job

Q48.3. Family/ husband doesn't approve working	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	25	36	24	38	30	23
No	75	64	76	62	70	77
Total	100	100	100	100	100	100

Percentage is out of those who are unemployed and search for a job

Q48.4. I don't want/ need to work	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	4	7	5	7	0	6
No	96	93	95	93	100	94
Total	100	100	100	100	100	100

Percentage is out of those who are unemployed and search for a job

Q48.5. Marriage/ pregnancy	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	10	9	8	10	20	3
No	90	91	92	90	80	97
Total	100	100	100	100	100	100

Percentage is out of those who are unemployed and search for a job

Q48.6. I lost all hopes of finding a job	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	1	4	2	4	0	4
No	99	96	98	96	100	96
Total	100	100	100	100	100	100

Percentage is out of those who are unemployed and search for a job

Q48.7. cannot find a job/ unsuitable jobs	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	10	8	11	8	3	6
No	90	92	89	92	97	94
Total	100	100	100	100	100	100

Percentage is out of those who are unemployed and search for a job

Q48.8. Expecting military service/ just got exempted from military service	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	1	2	2	2	0	1
No	99	98	98	98	100	99
Total	100	100	100	100	100	100

Percentage is out of those who are unemployed and search for a job

Q48.9. Personal reasons	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	3	2	3	2	3	3
No	97	98	97	98	97	97
Total	100	100	100	100	100	100

Percentage is out of those who are unemployed and search for a job

Q48.10. My specialization/ qualification is not in-demand	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	2	2	1	3	3	1
No	98	98	99	97	97	99
Total	100	100	100	100	100	100

Percentage is out of those who are unemployed and search for a job

Q48.11. Other	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	7	8	5	8	13	10
No	93	92	95	92	87	90
Total	100	100	100	100	100	100

Percentage is out of those who are unemployed and search for a job

Q49. To what extent are you confident that you will find a job soon?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Very confident	31	29	33	31	30	29
Confident	40	39	48	44	35	29
Not confident	17	23	19	19	15	29
Not confident at all	5	3	0	2	10	4
Undecided	7	6	0	4	10	9
Total	100	100	100	100	100	100

Percentage is out of those who are unemployed and search for a job

Q50. Is this your first job?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	44	46	38	47	55	41
No	56	54	62	53	45	59
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed



Q52. Do you work in the governmental, private, or public business sector, or are you self-employed?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Governmental sector	1	1	1	1	0	4
Private sector	74	63	72	61	79	72
Public business sector	0	0	1	0	0	0
Self-employed	16	27	18	29	12	14
Family sector	9	9	8	9	9	9
Other	0	0	0	0	0	1
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q53. Do you work in the industrial, commercial, agricultural, or tourism sector? Or do you work in another sector?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Industrial	32	37	34	38	25	32
Commercial	26	24	30	25	20	20
Agricultural	2	3	4	3	0	2
Service sector	35	29	30	28	46	34
Construction	1	3	1	3	0	7
Other	4	4	1	3	9	5
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q54. Please tell me on average how many minutes it takes you to arrive to your work from your residence?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Less than 30 min.	56	49	56	51	57	43
From 30 to less than 60 min.	30	30	29	28	32	38
From 60 to less than 90 min.	10	8	10	9	11	4
90 min. or more	2	6	2	6	0	6
Working from home/ Live at the workplace	1	3	1	3	0	0
It depends where the client is/ Drives his own car	1	4	2	3	0	8
Undecided	0	0	0	0	0	1
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q55. Do you work full time, part time or an internship?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Full time	73	71	75	71	68	69
Part time	25	28	25	29	27	27
Internship	0	1	0	0	0	3
Undecided	2	0	0	0	5	1
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q56. Are you willing and available to work additional hours?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	73	77	80	76	64	78
No	27	15	20	15	36	18
Undecided	0	8	0	9	0	4
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q57.1. How did you find your current job?..... Family and acquaintances	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	58	45	52	43	68	56
No	42	55	48	57	32	44
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q57.2. I went myself to the employer and applied	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	16	17	17	17	14	16
No	84	83	83	83	86	84
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q57.3. Self-employment	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	16	27	18	29	12	14
No	84	73	82	71	88	86
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q57.4. Family business	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	9	9	8	9	9	9
No	91	91	92	91	91	91
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q57.5. Other	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	3	3	5	3	0	5
No	97	97	95	97	100	95
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q58. Do you have a contract at your current work?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	14	11	13	10	16	16
No	70	62	69	61	73	67
I work on my own and have social insurance	0	1	0	1	0	0
I work on my own and I don't have social insurance	16	26	18	28	11	14
undecided	0	0	0	0	0	3
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

I will tell you some benefits that employers provide and I would like you to know if your employer provide....?

Q59. Job contract	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	34	27	38	25	28	32
No	62	67	61	68	64	62
Undecided	4	6	1	7	8	6
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, expect for those who are self-employed

Q60. Medical insurance	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	38	28	36	25	42	40
No	61	69	62	72	58	57
Undecided	1	3	2	3	0	3
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, expect for those who are self-employed

Q61. Social insurance	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	22	17	27	17	13	20
No	73	78	72	79	74	74
Undecided	5	5	1	4	13	6
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, expect for those who are self-employed

Q62. Meals/ meal allowance	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	40	43	46	44	26	36
No	59	55	51	54	74	62
Other	0	1	0	1	0	0
Undecided	1	1	3	1	0	2
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, expect for those who are self-employed

Q63. Transportation/ transportation allowance	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	33	33	33	28	32	50
No	66	66	65	71	68	47
Undecided	1	1	2	1	0	3
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, expect for those who are self-employed

Q64. Housing/ housing allowance	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	18	24	20	25	13	20
No	79	75	77	74	84	76
Undecided	3	1	3	1	3	4
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, expect for those who are self-employed

Q65. Nursery for work- er's children	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	6	3	4	3	8	6
No	92	93	93	94	92	91
Undecided	2	4	3	3	0	3
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, expect for those who are self-employed

Q66. Fixed salary	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	68	74	57	78	87	59
No	32	24	43	20	13	39
Undecided	0	2	0	2	0	2
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, expect for those who are self-employed

Q67. Financial rewards for performance	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Yes	46	46	43	45	51	51
No	54	52	57	54	49	43
Undecided	0	2	0	1	0	6
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, expect for those who are self-employed

Q68. Would you tell me what is your monthly income?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Less than 500 EGP	6	8	7	9	2	4
From 500 to less than 1000 EGP	27	23	25	19	33	39
From 1000 to less than 1500 EGP	35	30	35	30	35	32
From 1500 to less than 2000 EGP	22	18	25	19	16	12
From 2000 to less than 3000 EGP	5	8	3	9	9	3
3000 or more	1	3	2	3	0	0
Refused to respond/ undecided	0	2	1	2	0	2
No fixed income	4	8	2	9	5	8
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q69. To what extent are you satisfied with your current job?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Very satisfied	20	23	23	23	14	21
Satisfied	53	54	51	54	61	54
Not satisfied	17	12	14	12	21	13
Not satisfied at all	7	7	10	8	2	5
Undecided	3	4	2	3	2	7
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed



Q70. To what extent does your current job show prospects for promotion and career progress?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
To a very large extent	6	10	10	10	0	8
To a large extent	23	22	26	23	16	19
To a small extent	21	17	20	16	21	21
To a very small extent	8	3	7	3	12	3
No prospects at all	37	42	35	42	39	43
Undecided	5	6	2	6	12	6
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q71. To what extent is your current job suitable to your skills and qualifications?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Very suitable	20	19	21	20	16	15
Suitable	39	41	39	41	39	42
Not suitable	20	22	20	22	20	20
Not suitable at all	21	16	19	15	25	22
Undecided	0	2	1	2	0	1
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q72. To what extent is your current job suitable to your school specialization?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Very suitable	13	10	17	11	7	5
Suitable	12	22	10	23	19	17
Not suitable	19	20	21	20	12	18
Not suitable at all	54	47	51	45	60	59
Undecided	2	1	1	1	2	1
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q73. To what extent is your current job suitable to your personal circumstances and requirements?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Very suitable	15	22	19	24	7	15
Suitable	48	47	47	45	51	54
Not suitable	21	16	18	15	26	22
Not suitable at all	15	13	15	14	16	8
Undecided	1	2	1	2	0	1
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q74. To what extent does your current job match or is close to your dream job?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Very close	11	10	13	11	7	4
Close	24	25	25	25	20	25
Not close	18	17	19	17	16	18
Not close at all	46	45	42	43	55	52
Undecided	1	3	1	4	2	1
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q75. To what extent are you confident that you can maintain your current job?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Very confident	46	54	50	56	39	45
Confident	33	30	32	30	36	29
Not confident	9	8	8	7	11	12
Not confident at all	9	6	8	5	9	10
Undecided	3	2	2	2	5	4
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q76. To what extent are you confident that you can find another job if you are to leave your current job?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Very confident	42	35	45	33	34	44
Confident	28	28	29	30	27	18
Not confident	19	15	17	14	23	17
Not confident at all	7	15	6	14	9	16
Undecided	4	7	3	8	7	5
Other	0	0	0	1	0	0
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q77. Find a job that is suitable to your qualifications	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Very easy	14	11	15	12	12	9
Easy	21	17	22	19	19	12
Difficult	44	34	43	32	45	41
Very difficult	17	32	15	32	22	30
Undecided	4	6	5	5	2	8
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be

Q78. Find a job in the governorate you live in.	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Very easy	23	22	24	22	19	21
Easy	31	28	34	26	27	34
Difficult	28	22	22	23	37	19
Very difficult	14	23	15	24	12	21
Undecided	4	5	5	5	5	5
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be

Q79. Find a job in the governmental sector.	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Very easy	8	4	5	3	11	6
Easy	8	7	6	6	11	11
Difficult	22	24	29	25	11	19
Very difficult	60	59	56	60	67	54
Undecided	2	6	4	6	0	10
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be

Q80. Find a job in the private sector	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Very easy	33	27	32	27	33	28
Easy	40	37	42	37	38	38
Difficult	18	18	18	18	18	16
Very difficult	7	13	5	14	9	11
Undecided	2	5	3	4	2	7
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be

Q81. Searching for and getting a job is more important than studying and attending training courses	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Strongly agree	21	25	22	26	17	23
Agree	30	32	28	34	35	27
Disagree	30	24	32	22	25	32
Strongly disagree	17	13	15	12	21	14
Other	0	2	1	1	0	1
Undecided	2	4	2	5	2	3
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be

Q82. It is better to work in any job available than to stay unemployed	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Strongly agree	71	72	72	72	69	76
Agree	20	21	20	21	20	19
Disagree	2	3	2	3	0	3
Strongly disagree	6	4	5	4	9	2
Undecided	1	0	1	0	2	0
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be

Q83. Job is not only about the salary but also professional development	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Strongly agree	62	63	64	64	57	58
Agree	34	32	30	31	40	34
Disagree	3	1	3	1	3	3
Strongly disagree	1	2	2	2	0	3
Undecided	0	2	1	2	0	2
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be

Q84. There are jobs in the market; I need to look for them	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Strongly agree	64	56	60	57	72	55
Agree	30	35	34	35	22	35
Disagree	5	4	4	3	6	6
Strongly disagree	1	3	2	3	0	3
Undecided	0	2	0	2	0	1
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be

Q85. Different jobs can meet your motives and interests	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Strongly agree	55	58	51	59	62	55
Agree	32	27	34	27	27	29
Disagree	7	7	9	7	3	5
Strongly disagree	5	6	5	5	6	8
Undecided	1	2	1	2	2	3
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be

Q86. My strengths help me to find the appropriate job	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Strongly agree	61	60	58	59	67	64
Agree	33	32	35	33	30	27
Disagree	4	3	5	3	2	6
Strongly disagree	1	3	1	3	0	0
Undecided/ refused	1	2	1	2	1	3
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be

Q87. No matter what, you prefer to find a job in the governmental sector	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Strongly agree	58	62	52	62	68	60
Agree	29	23	28	22	30	27
Disagree	6	8	10	9	0	6
Strongly disagree	6	4	8	4	2	5
Undecided/ refused	1	3	2	3	0	2
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be



Q92: Do you think that the career guidance program you attended was useful?	Total	GIZ	ILO
	B %	B %	B %
Very useful	59	64	47
Useful	35	32	43
Not useful	5	2	10
Not Useful at all	1	2	0
Total	100	100	100

Percentage is out of those who received career guidance

Q94. Would you encourage others to attend the career guidance program?	Total	GIZ	ILO
	B %	B %	B %
Yes	97	96	99
No	2	3	1
Undecided	1	1	0
Total	100	100	100

Percentage is out of those who received career guidance

To what extent did the career guidance program help you achieve the following personal goals?

Q96. Setting your future goals	Total	GIZ	ILO
	B %	B %	B %
Very helpful	38	39	34
Helpful	46	48	42
Not helpful	9	8	13
Not helpful at all	4	4	5
Undecided	3	1	6
Total	100	100	100

Percentage is out of those who received career guidance

Q97. Identifying your strengths	Total	GIZ	ILO
	B %	B %	B %
Very helpful	43	45	37
Helpful	44	44	43
Not helpful	5	5	5
Not helpful at all	4	4	6
Undecided	4	2	9
Total	100	100	100

Percentage is out of those who received career guidance

Q98. Writing your curriculum vitae/ job application	Total	GIZ	ILO
	B %	B %	B %
Very helpful	47	54	29
Helpful	38	35	44
Not helpful	9	6	17
Not helpful at all	4	3	5
Undecided	2	2	5
Total	100	100	100

Percentage is out of those who received career guidance

Q99. Knowing how to behave at job interviews	Total	GIZ	ILO
	B %	B %	B %
Very helpful	52	58	38
Helpful	37	34	43
Not helpful	6	4	11
Not helpful at all	2	2	2
Undecided	3	2	6
Total	100	100	100

Percentage is out of those who received career guidance

Q100. Knowing the means to utilize in job search	Total	GIZ	ILO
	B %	B %	B %
Very helpful	46	53	30
Helpful	38	37	41
Not helpful	7	5	13
Not helpful at all	5	3	9
Undecided	4	2	7
Total	100	100	100

Percentage is out of those who received career guidance

Q101. Knowing your rights and obligations at work	Total	GIZ	ILO
	B %	B %	B %
Very helpful	53	55	48
Helpful	34	37	27
Not helpful	5	4	7
Not helpful at all	4	3	7
Undecided	4	1	11
Total	100	100	100

Percentage is out of those who received career guidance

Q102. Acquiring necessary skills to land a job and maintain it	Total	GIZ	ILO
	B %	B %	B %
Very helpful	40	44	29
Helpful	46	45	48
Not helpful	7	6	10
Not helpful at all	4	3	8
Undecided	3	2	5
Total	100	100	100

Percentage is out of those who received career guidance

Q103. Making your own career decisions on your own	Total	GIZ	ILO
	B %	B %	B %
Very helpful	43	44	41
Helpful	45	48	36
Not helpful	4	3	6
Not helpful at all	4	3	7
Undecided	4	2	10
Total	100	100	100

Percentage is out of those who received career guidance

Q104. Increasing your self-confidence	Total	GIZ	ILO
	B %	B %	B %
Very helpful	61	63	58
Helpful	28	31	22
Not helpful	3	2	5
Not helpful at all	5	3	9
Undecided	3	1	6
Total	100	100	100

Percentage is out of those who received career guidance

Q105. Being more informed about the available jobs in the market	Total	GIZ	ILO
	B %	B %	B %
Very helpful	36	39	30
Helpful	43	47	33
Not helpful	10	7	16
Not helpful at all	7	5	12
Undecided	4	2	9
Total	100	100	100

Percentage is out of those who received career guidance

Q106. Being more informed about educational and training opportunities in the market	Total	GIZ	ILO
	B %	B %	B %
Very helpful	32	31	33
Helpful	46	53	30
Not helpful	10	8	14
Not helpful at all	7	6	11
Undecided	5	2	12
Total	100	100	100

Percentage is out of those who received career guidance

Q107. Know how to deal with difficult situations at work with colleagues and supervisors	Total	GIZ	ILO
	B %	B %	B %
Very helpful	49	53	37
Helpful	38	37	42
Not helpful	5	4	6
Not helpful at all	5	4	10
Undecided	3	2	5
Total	100	100	100

Percentage is out of those who received career guidance

Q108. know the career options you face and how to compare between them	Total	GIZ	ILO
	B %	B %	B %
Very helpful	34	35	30
Helpful	51	54	45
Not helpful	6	5	9
Not helpful at all	5	4	8
Undecided	4	2	8
Total	100	100	100

Percentage is out of those who received career guidance

Q109. Were there any problems/ drawbacks with the training of the career guidance program?	Total	GIZ	ILO
	B %	B %	B %
Yes	15	18	11
No	83	80	88
Undecided	2	2	1
Total	100	100	100

Percentage is out of those who received career guidance

Q112. What is your father's level of education?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Illiterate	13	13	13	13	13	10
Less than primary	9	8	7	9	13	6
Primary-preparatory	22	28	21	28	27	24
High school	36	33	38	32	32	35
Above intermediate	5	3	5	4	2	3
University graduate	9	7	9	7	9	10
Post graduate	0	0	1	0	0	2
Refuse to response	3	2	4	2	1	2
Don't remember/ don't know	3	6	2	5	3	8
Total	100	100	100	100	100	100

Q113. What is your mother's level of education?	Total		GIZ		ILO	
	6	nB %	B %	nB %	B %	nB %
Illiterate	25	31	27	33	21	24
Less than primary	9	10	8	10	14	8
Primary-preparatory	20	21	17	20	28	23
High school	34	28	34	27	32	31
Above intermediate	3	2	4	2	0	4
University graduate	4	3	5	3	1	5
Post graduate	1	0	0	0	2	0
Refuse to response	2	3	3	3	1	1
Don't remember/ don't know	2	2	2	2	1	4
Total	100	100	100	100	100	100

Q114. What is the monthly income of your family?	Total		GIZ		ILO	
	B %	nB %	B %	nB %	B %	nB %
Less than 500 EGP	3	4	2	4	4	5
From 500 to less than 1000 EGP	13	11	14	11	10	10
From 1000 to less than 1500 EGP	18	16	18	16	18	15
From 1500 to less than 2000 EGP	23	20	19	20	31	21
From 2000 to less than 3000 EGP	18	14	20	13	15	20
3000 or more	11	11	11	11	10	8
Refused to respond	2	2	2	3	2	2
No fixed income	1	1	1	1	1	1
Can't specify	11	21	12	21	9	18
Other	0	0	1	0	0	0
Total	100	100	100	100	100	100



## Results according to gender

Q13. Did you receive any career guidance or employment services anywhere outside your school such as attending a job fair, or training on how to search for a job, or employment service by a private or public employment office or other?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Yes	1	1	1	1	1	0
No	99	99	99	99	99	100
Total	100	100	100	100	100	100

On a scale from 1 to 4, how would you evaluate yourself in terms of the following skills and capabilities; where 1 means you completely lack it and 4 means it is one of your strengths?

Q15. Ability to identify your strengths and weaknesses	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
1	3	5	2	4	4	6
2	24	26	24	25	24	27
3	44	39	44	39	45	39
4	26	24	25	24	26	24
Undecided	3	6	5	8	1	4
Total	100	100	100	100	100	100

Q16. Self confidence	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
1	1	2	3	2	0	2
2	8	10	8	9	7	10
3	36	35	36	36	36	34
4	55	53	53	52	57	54
Undecided	0	0	0	1	0	0
Total	100	100	100	100	100	100

Q17. Problem solving skills	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
1	2	4	2	4	1	4
2	17	17	15	17	18	17
3	41	41	39	38	44	44
4	39	36	41	39	37	34
Undecided	1	2	3	2	0	1
Total	100	100	100	100	100	100

Q18. Ability to provide new, creative and unconventional solutions	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
1	7	7	7	8	7	6
2	30	28	31	32	29	25
3	42	42	40	39	43	44
4	20	21	21	18	19	24
Undecided	1	2	1	3	2	1
Total	100	100	100	100	100	100

Q19. Ability to work and cooperate within a team	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
1	2	3	1	3	3	3
2	8	8	7	5	9	11
3	20	29	19	27	21	31
4	69	58	72	62	65	54
Undecided	1	2	1	3	2	1
Total	100	100	100	100	100	100

Q20. Respecting different opinions even if they oppose yours	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
1	1	2	1	3	1	0
2	6	9	9	11	4	8
3	16	20	19	23	13	17
4	77	69	71	62	82	75
Undecided	0	0	0	1	0	0
Total	100	100	100	100	100	100

Q21. Effective communication with others	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
1	2	1	2	2	0	1
2	5	5	5	7	6	3
3	26	30	25	29	27	31
4	67	64	68	62	66	65
Undecided	0	0	0	0	1	0
Total	100	100	100	100	100	100

Q22.Making your own career decisions	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
1	2	3	2	3	3	3
2	13	13	13	10	13	16
3	38	35	32	32	43	37
4	46	48	52	54	41	43
Undecided	1	1	1	1	0	1
Total	100	100	100	100	100	100

Q23.Presentation skills	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
1	6	8	6	11	5	6
2	25	23	28	24	22	21
3	37	36	36	33	38	38
4	32	31	29	29	35	33
Undecided	0	2	1	3	0	2
Total	100	100	100	100	100	100

Q24.Ability to identify your interests	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
1	2	3	3	3	1	2
2	14	12	15	13	15	12
3	38	43	34	41	41	45
4	46	41	48	41	43	40
Undecided	0	1	0	2	0	1
Total	100	100	100	100	100	100

Q25.Leadership and Management skills	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
1	8	9	5	9	10	8
2	22	23	20	22	24	25
3	41	37	40	36	42	38
4	27	30	32	32	23	28
Undecided	2	1	3	1	1	1
Total	100	100	100	100	100	100

Q26. Do you have a career goal that you want to achieve in the next three years? Do you have something in mind that you want to achieve in your professional life either studying or at work in the next three years?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Yes	86	77	90	81	82	73
No	14	23	10	19	18	26
Undecided	0	0	0	0	0	1
Total	100	100	100	100	100	100

Q27.Are you considering starting your own business?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Yes	55	51	63	63	48	40
No	35	41	29	30	40	50
Yes with conditions	7	5	6	4	9	7
I'm currently self-employed	2	2	2	3	2	1
Undecided	1	1	0	0	1	2
Total	100	100	100	100	100	100

Q28. Did you attend training courses after your graduation?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Yes	8	4	10	6	6	2
No	92	96	90	94	94	98
Total	100	100	100	100	100	100

Q29. Did you try to teach yourself a new skill or language after your graduation?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Yes	25	14	32	17	19	12
No	75	86	68	83	81	88
Total	100	100	100	100	100	100

Q31. Do you have a curriculum vitae?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Yes	26	18	30	20	21	17
No	73	80	69	78	78	82
Undecided	1	2	1	2	1	1
Total	100	100	100	100	100	100

Q33. Do you know how to fill in a Job Application?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Yes	85	68	86	71	84	66
No	12	28	11	26	13	29
Undecided	3	4	3	3	3	5
Total	100	100	100	100	100	100

Q34. Did you work during school? (we mean high school)	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Yes	49	46	83	84	19	16
No	51	54	17	16	81	84
Total	100	100	100	100	100	100

Q35. Have you searched for a job during your school years?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Yes	32	29	48	43	17	16
No	68	71	52	57	83	84
Total	100	100	100	100	100	100

Q36. Have you searched for a job after your graduation?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Yes	32	26	33	25	31	26
No	30	33	7	5	50	56
I continued working at the same place I used to work	26	29	48	57	7	6
I got a job without searching	12	12	12	13	12	12
Total	100	100	100	100	100	100

Q41. Did you have a job after your graduation?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Yes	56	55	87	90	27	27
No	44	45	13	10	73	73
Total	100	100	100	100	100	100



Q44. For men only: Are you currently in the military services, or expecting to be in the next 3 or 4 months)?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Yes	1	1	2	3	0	0
No	41	34	86	76	0	0
Expecting to be	6	10	12	21	0	0
Female	52	55	0	0	100	100
Total	100	100	100	100	100	100

Q45. Are you currently studying in a university or high institute?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Yes in a university	11	7	7	5	14	9
Yes in an institute	30	22	45	30	17	15
No	59	71	48	65	69	76
Total	100	100	100	100	100	100

Q46. Employment status of the graduates in the sample	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Don't work and search for a job	13	7	9	7	17	8
Don't work and don't search for a job	46	49	21	18	69	74
Yes, I'm working (continued working at the same place used to work at)	18	21	34	41	4	5
Yes, I'm working (searched for a job/ I got a job without searching)	23	23	36	34	10	13
Total	100	100	100	100	100	100

Q47. Have you been looking for a job in the past 4 weeks?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Yes	22	13	31	33	20	9
No	78	87	69	67	80	91
Total	100	100	100	100	100	100

Percentage is out of those who are unemployed

Q49. To what extent are you confident that you will find a job soon?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Very confident	31	29	31	35	33	24
Confident	40	39	39	38	41	42
Not confident	17	23	15	15	19	29
Not confident at all	5	3	0	6	7	0
Undecided	7	6	15	6	0	5
Total	100	100	100	100	100	100

Percentage is out of those who are unemployed and search for a job

Q50. Is this your first job?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Yes	44	46	37	42	74	60
No	56	54	63	58	26	40
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q52. Do you work in the governmental, private, or public business sector, or are you self-employed?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Governmental sector	1	1	1	1	0	3
Private sector	74	63	71	55	88	89
Public business sector	0	0	1	0	0	0
Self-employed	16	27	17	32	12	8
Familiar sector	9	9	10	12	0	0
Total	100	100	100	100	100	100
Percentage is out of those who are currently employed						

Q53. Do you work in the industrial, commercial, agricultural, or tourism sector? Or do you work in another sector?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Industrial	32	37	28	39	50	29
Commercial	26	24	29	21	17	34
Agricultural	2	3	3	4	0	1
Service sector	35	29	36	28	29	31
Construction	1	3	1	4	0	0
Other	4	4	3	4	4	5
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q54.Please tell me on average how many minutes it takes you to arrive to your work from your residence?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Less than 30 min.	56	49	54	49	67	53
From 30 to less than 60 min.	30	30	31	28	29	34
From 60 to less than 90 min.	10	8	11	10	4	2
90 min. or more	2	6	2	7	0	2
Working from home/ Live at the workplace	1	3	0	1	0	8
It depends where the client is/ Drives his own car	1	4	2	5	0	0
Undecided	0	0	0	0	0	1
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q55. Do you work full time, part time or an internship?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Full time	73	71	73	68	71	80
Part time	25	28	25	31	29	20
Internship	0	1	0	1	0	0
Undecided	2	0	2	0	0	0
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q56. Are you willing and available to work additional hours?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Yes	73	77	71	75	83	86
No	27	15	29	15	17	14
Undecided	0	8	0	10	0	0
Total	100	100	100	100	100	100

Percentage is out of those who work part-time or interns

Q58. Do you have a contract at your current work?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Yes	14	11	13	7	17	24
No	70	62	70	60	71	69
I work on my own and have social insurance	0	1	0	1	0	0
I work on my own and I don't have social insurance	16	26	17	31	12	7
Undecided	0	0	0	1	0	0
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

I will tell you some benefits that employers provide and I would like you to know if your employer provide....?

Q59. Job contract	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Yes	34	27	37	23	24	36
No	62	67	62	74	62	50
Undecided	4	6	1	3	14	14
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, expect for those who are self-employed

Q60. Medical insurance	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Yes	38	28	41	26	29	32
No	61	69	58	72	71	63
Undecided	1	3	1	2	0	5
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, expect for those who are self-employed

Q61. Social insurance	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Yes	22	17	22	19	24	13
No	73	78	72	77	71	81
Undecided	5	5	6	4	5	6
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, expect for those who are self-employed

Q62. Meals/ meal allowance	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Yes	40	43	43	45	27	37
No	59	55	55	54	73	60
Other	0	1	0	0	0	3
Undecided	1	1	2	1	0	0
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, expect for those who are self-employed

Q63. Transportation/ transportation allowance	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Yes	33	33	31	34	43	29
No	66	66	68	64	57	71
Undecided	1	1	1	2	0	0
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, expect for those who are self-employed

Q64. Housing/ housing allowance	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Yes	18	24	21	28	5	14
No	79	75	77	70	86	86
Undecided	3	1	2	2	9	0
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, expect for those who are self-employed

Q65. Nursery for worker's children	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Yes	6	3	4	2	18	7
No	92	93	94	94	82	90
Undecided	2	4	2	4	0	3
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, expect for those who are self-employed

Q66. Fixed salary	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Yes	68	74	65	73	81	78
No	32	24	35	26	19	19
Undecided	0	2	0	1	0	3
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, expect for those who are self-employed

Q67. Financial rewards for performance	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Yes	46	46	42	45	62	48
No	54	52	58	52	38	51
Undecided	0	2	0	3	0	1
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, expect for those who are self-employed



Q68. Would you tell me what is your monthly income?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Less than 500 EGP	6	8	3	3	17	27
From 500 to less than 1000 EGP	27	23	20	14	61	50
From 1000 to less than 1500 EGP	35	30	37	34	22	16
From 1500 to less than 2000 EGP	22	18	27	24	0	1
From 2000 to less than 3000 EGP	5	8	6	10	0	0
3000 or more	1	3	2	3	0	0
Refused to respond/ undecided	0	2	1	2	0	2
No fixed income	4	8	4	10	0	4
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q69. To what extent are you satisfied with your current job?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Very satisfied	20	23	18	24	26	19
Satisfied	53	54	52	55	65	51
Not satisfied	17	12	18	11	9	16
Not satisfied at all	7	7	9	7	0	7
Undecided	3	4	3	3	0	7
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q70. To what extent does your current job show prospects for promotion and career progress?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
To a very large extent	6	10	6	13	8	0
To a large extent	23	22	25	24	12	19
To a small extent	21	17	20	17	25	16
To a very small extent	8	3	7	3	13	3
No prospects at all	37	42	35	38	42	56
Undecided	5	6	7	5	0	6
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q71. To what extent is your current job suitable to your skills and qualifications?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Very suitable	20	19	19	21	21	11
Suitable	39	41	38	38	46	54
Not suitable	20	22	20	23	21	18
Not suitable at all	21	16	23	16	8	16
Undecided	0	2	0	2	4	1
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q72. To what extent is your current job suitable to your school specialization?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Very suitable	13	10	14	9	13	11
Suitable	12	22	10	21	22	24
Not suitable	19	20	19	20	13	24
Not suitable at all	54	47	56	49	48	41
Undecided	2	1	1	1	4	0
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q73. To what extent is your current job suitable to your personal circumstances and requirements?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Very suitable	15	22	14	22	21	22
Suitable	48	47	48	49	46	39
Not suitable	21	16	22	15	12	20
Not suitable at all	15	13	15	11	17	18
Undecided	1	2	1	3	4	1
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q74. To what extent does your current job match or is close to your dream job?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Very close	11	10	9	10	17	11
Close	24	25	24	25	22	24
Not close	18	17	19	18	13	15
Not close at all	46	45	46	44	48	46
Undecided	1	3	2	3	0	4
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q75. To what extent are you confident that you can maintain your current job??	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Very confident	46	54	46	56	46	48
Confident	33	30	31	29	42	34
Not confident	9	8	9	7	8	9
Not confident at all	9	6	10	6	4	6
Undecided	3	2	4	2	0	3
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q76. To what extent are you confident that you can find another job if you are to leave your current job?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Very confident	42	35	44	36	29	34
Confident	28	28	26	30	38	21
Not confident	19	15	20	15	12	15
Not confident at all	7	15	5	13	21	17
Undecided	4	7	5	6	0	11
Other	0	0	0	0	0	2
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q77. Find a job that is suitable to your qualifications	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Very easy	14	11	13	11	14	11
Easy	21	17	21	18	21	16
Difficult	44	34	47	33	37	38
Very difficult	17	32	16	32	22	30
Undecided	4	6	3	6	6	5
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be

Q78. Find a job in the governorate you live in	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Very easy	23	22	25	23	17	17
Easy	31	28	30	31	35	19
Difficult	28	22	29	21	25	25
Very difficult	14	23	13	21	15	30
Undecided	4	5	3	4	8	9
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be

Q79. Find a job in the governmental sector	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Very easy	8	4	7	4	10	5
Easy	8	7	5	6	16	8
Difficult	22	24	23	25	21	21
Very difficult	60	59	63	60	51	56
Undecided	2	6	2	5	2	10
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be

Q80. Find a job in the private sector	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Very easy	33	27	35	26	27	30
Easy	40	37	38	41	45	26
Difficult	18	18	19	18	16	18
Very difficult	7	13	6	11	10	20
Undecided	2	5	2	4	2	6
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be

Q81. Searching for and getting a job is more important than studying and attending training courses	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Strongly agree	21	25	21	24	22	28
Agree	30	32	35	35	20	25
Disagree	30	24	29	22	35	30
Strongly disagree	17	13	13	14	23	11
Other	0	2	0	1	0	2
Undecided	2	4	2	4	0	4
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be

Q82. It is better to work in any job available than to stay unemployed	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Strongly agree	71	72	72	73	68	73
Agree	20	21	20	20	22	22
Disagree	2	3	1	3	2	1
Strongly disagree	6	4	6	3	6	4
Undecided	1	0	1	1	2	0
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be

Q83. Job is not only about the salary but also professional development	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Strongly agree	62	63	58	57	73	78
Agree	34	32	38	38	23	16
Disagree	3	1	2	1	4	0
Strongly disagree	1	2	1	2	0	3
Undecided	0	2	1	2	0	3
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be

Q84. There are jobs in the market; I need to look for them	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Strongly agree	64	56	62	53	69	63
Agree	30	35	31	38	29	28
Disagree	5	4	5	4	2	3
Strongly disagree	1	3	2	3	0	4
Undecided	0	2	0	2	0	2
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be

Q85. Different jobs can meet your motives and interests	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Strongly agree	55	58	50	54	67	69
Agree	32	27	36	30	21	19
Disagree	7	7	7	6	6	10
Strongly disagree	5	6	6	7	4	2
Undecided	1	2	1	3	2	0
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be

Q86. My strengths help me to find the appropriate job	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Strongly agree	61	60	62	56	59	68
Agree	33	32	32	36	37	21
Disagree	4	3	4	4	4	3
Strongly disagree	1	3	1	2	0	6
Undecided/ refused	1	2	1	2	0	2
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be

Q87. No matter what, you prefer to find a job in the governmental sector	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Strongly agree	58	62	56	55	62	80
Agree	29	23	27	27	34	12
Disagree	6	8	7	10	4	5
Strongly disagree	6	4	8	5	0	2
Undecided/ refused	1	3	2	3	0	1
Total	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be

Q92: Do you think that the career guidance program you attended was useful?	Total	Male	Female
	B %	B %	B %
Very useful	59	54	63
Useful	35	36	34
Not useful	5	7	3
Not Useful at all	1	3	0
Total	100	100	100

Percentage is out of those who received career guidance



Q94. Would you encourage others to attend the career guidance program?	Total	Male	Female
	B %	B %	B %
Yes	97	93	100
No	2	5	0
Undecided	1	2	0
Total	100	100	100

Percentage is out of those who received career guidance

To what extent did the career guidance program help you achieve the following personal goals?

Q96. Setting your future goals	Total	Male	Female
	B %	B %	B %
Very helpful	38	38	37
Helpful	46	43	48
Not helpful	9	11	8
Not helpful at all	4	5	4
Undecided	3	3	3
Total	100	100	100

Percentage is out of those who received career guidance

Q97. Identifying your strengths	Total	Male	Female
	B %	B %	B %
Very helpful	43	39	45
Helpful	44	42	46
Not helpful	5	8	3
Not helpful at all	4	5	4
Undecided	4	6	2
Total	100	100	100

Percentage is out of those who received career guidance

Q98. Writing your Curriculum vitae/ job application	Total	Male	Female
	B %	B %	B %
Very helpful	47	42	52
Helpful	38	40	36
Not helpful	9	10	8
Not helpful at all	4	5	2
Undecided	2	3	2
Total	100	100	100

Percentage is out of those who received career guidance

Q99. Knowing how to behave at job interviews	Total	Male	Female
	B %	B %	B %
Very helpful	52	50	54
Helpful	37	38	36
Not helpful	6	7	5
Not helpful at all	2	2	2
Undecided	3	3	3
Total	100	100	100

Percentage is out of those who received career guidance

Q100. Knowing the means to utilize in job search	Total	Male	Female
	B %	B %	B %
Very helpful	46	44	48
Helpful	38	39	39
Not helpful	7	7	7
Not helpful at all	5	5	4
Undecided	4	5	2
Total	100	100	100

Percentage is out of those who received career guidance

Q101. Knowing your rights and obligations at work	Total	Male	Female
	B %	B %	B %
Very helpful	53	44	62
Helpful	34	39	29
Not helpful	5	5	4
Not helpful at all	4	7	1
Undecided	4	5	4
Total	100	100	100

Percentage is out of those who received career guidance

Q102. Acquiring necessary skills to land a job and maintain it	Total	Male	Female
	B %	B %	B %
Very helpful	40	41	39
Helpful	46	42	49
Not helpful	7	6	8
Not helpful at all	4	7	2
Undecided	3	4	2
Total	100	100	100

Percentage is out of those who received career guidance

Q103. Making your own career decisions on your own	Total	Male	Female
	B %	B %	B %
Very helpful	43	41	45
Helpful	45	45	44
Not helpful	4	3	5
Not helpful at all	4	6	3
Undecided	4	5	3
Total	100	100	100

Percentage is out of those who received career guidance

Q104. Increasing your self-confidence	Total	Male	Female
	B %	B %	B %
Very helpful	61	58	65
Helpful	28	29	26
Not helpful	3	3	3
Not helpful at all	5	7	3
Undecided	3	3	3
Total	100	100	100

Percentage is out of those who received career guidance

Q105. Being more informed about the available jobs in the market	Total	Male	Female
	B %	B %	B %
Very helpful	36	37	35
Helpful	43	38	47
Not helpful	10	9	11
Not helpful at all	7	10	4
Undecided	4	6	3
Total	100	100	100

Percentage is out of those who received career guidance

Q106. Being more informed about educational and training opportunities in the market	Total	Male	Female
	B %	B %	B %
Very helpful	32	29	34
Helpful	46	45	47
Not helpful	10	10	10
Not helpful at all	7	10	4
Undecided	5	6	5
Total	100	100	100

Percentage is out of those who received career guidance

Q107. Know how to deal with difficult situations at work with colleagues and supervisors	Total	Male	Female
	B %	B %	B %
Very helpful	49	40	56
Helpful	38	44	33
Not helpful	5	5	5
Not helpful at all	5	8	4
Undecided	3	3	2
Total	100	100	100

Percentage is out of those who received career guidance

Q108. know the career options you face and compare between them	Total	Male	Female
	B %	B %	B %
Very helpful	34	32	36
Helpful	51	50	52
Not helpful	6	5	7
Not helpful at all	5	7	3
Undecided	4	6	2
Total	100	100	100

Percentage is out of those who received career guidance

Q109. Were there any problems/ drawbacks with the training of the career guidance program?	Total	Male	Female
	B %	B %	B %
Yes	15	19	12
No	83	80	86
Undecided	2	1	2
Total	100	100	100

Percentage is out of those who received career guidance

Q112. What is your father's level of education?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Illiterate	13	13	7	13	18	12
Less than primary	9	8	4	7	12	10
Primary-preparatory	22	28	20	27	25	29
High school	36	33	39	33	33	32
Above intermediate	5	3	7	4	3	3
University graduate	9	7	16	9	3	6
Post graduate	0	0	1	0	1	0
Refuse to response	3	2	4	3	2	1
Don't remember/ don't know	3	6	2	4	3	7
Total	100	100	100	100	100	100

Q113. What is your mother's level of education?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Illiterate	25	31	16	31	33	31
Less than primary	9	10	8	10	11	9
Primary-preparatory	20	21	20	19	20	23
High school	34	28	38	24	30	32
Above intermediate	3	2	4	3	2	2
University graduate	4	3	7	5	1	1
Post graduate	1	0	2	0	0	0
Refuse to response	2	3	2	5	2	1
Don't remember/ don't know	2	2	3	3	1	1
Total	100	100	100	100	100	100

Q114. What is the monthly income of your family?	Total		Male		Female	
	B %	nB %	B %	nB %	B %	nB %
Less than 500 EGP	3	4	1	1	6	6
From 500 to less than 1000 EGP	13	11	7	4	18	17
From 1000 to less than 1500 EGP	18	16	13	12	21	19
From 1500 to less than 2000 EGP	23	20	27	20	19	20
From 2000 to less than 3000 EGP	18	14	23	19	14	11
3000 or more	11	11	16	16	6	6
Refused to respond	2	2	2	4	2	1
Other	0	0	0	0	1	0
No fixed income	1	1	1	2	2	0
Can't specify	11	21	10	22	11	20
Total	100	100	100	100	100	100

## Survey Results according to type of study

Q71. To what extent is your current job suitable to your skills and qualifications?	Total		Industrial		Commercial		Agricultural		Tourism	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Very suitable	20	19	22	20	17	9	17	19	17	11
Suitable	39	41	35	43	55	54	39	36	50	56
Not suitable	20	22	18	21	17	14	22	26	33	22
Not suitable at all	21	16	24	15	11	23	22	16	0	11
Undecided	0	2	1	1	0	0	0	3	0	0
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q72. To what extent does is your current job suitable to your school specialization?	Total		Industrial		Commercial		Agricultural		Tourism	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Very suitable	13	10	13	10	12	11	17	8	17	11
Suitable	12	22	8	18	30	23	17	27	33	33
Not suitable	19	20	17	19	29	17	11	24	17	11
Not suitable at all	54	47	61	52	29	49	50	39	33	45
Undecided	2	1	1	1	0	0	5	2	0	0
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed



## Survey Results according to school type

Q34. Did you work during school? (we mean high school)	Total		3 Years		5 Years		Dual System	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Yes	49	46	47	46	92	82	56	33
No	51	54	53	54	8	18	44	67
Total	100	100	100	100	100	100	100	100

Q35. Have you searched for a job during your school years?	Total		3 Years		5 Years		Dual System	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Yes	32	29	29	28	58	53	39	26
No	68	71	71	72	42	47	61	74
Total	100	100	100	100	100	100	100	100

Q36. Have you searched for a job after your graduation?	Total		3 Years		5 Years		Dual System	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Yes	32	26	30	25	31	23	43	40
No	30	33	33	35	8	12	16	9
I continued working at the same place I used to work	26	29	27	29	38	41	19	14
I got a job without searching	12	12	10	11	23	24	22	37
Total	100	100	100	100	100	100	100	100

Q41. Did you have a job after your graduation?	Total		3 Years		5 Years		Dual System	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Yes	56	55	53	54	77	82	75	81
No	44	45	47	46	23	18	25	19
Total	100	100	100	100	100	100	100	100

Employment status of the graduates in the sample	Total		3 Years		5 Years		Dual System	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Don't work and search for a job	13	7	13	7	25	12	8	12
Don't work and don't search for a job	46	49	46	50	25	29	50	31
Yes, I'm working (continued working at the same place used to work at)	18	21	20	22	17	29	8	5
Yes, I'm working (searched for a job/ I got a job without searching)	23	23	21	21	33	30	34	52
Total	100	100	100	100	100	100	100	100

Q50. Is this your first job?	Total		3 Years		5 Years		Dual System	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Yes	44	46	47	47	0	40	40	29
No	56	54	53	53	100	60	60	71
Total	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q52. Do you work in the governmental, private, or public business sector, or are you self-employed?	Total		3 Years		5 Years		Dual System	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Governmental sector	1	1	1	1	0	0	0	4
Private sector	74	63	72	62	83	60	87	79
Public business sector	0	0	0	0	0	0	6	0
Self-employed	16	27	18	28	0	30	7	13
Family sector	9	9	9	9	17	10	0	4
Total	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q53. Do you work in the industrial, commercial, agricultural, or tourism sector? Or do you work in another sector?	Total		3 Years		5 Years		Dual System	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Industrial	32	37	31	36	0	20	50	50
Commercial	26	24	26	24	17	40	29	25
Agricultural	2	3	2	4	0	0	7	0
Service sector	35	29	35	29	83	40	14	21
Construction	1	3	1	3	0	0	0	0
Other	4	4	5	4	0	0	0	4
Total	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q54. Please tell me on average how many minutes it takes you to arrive to your work from your residence?	Total		3 Years		5 Years		Dual System	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Less than 30 min.	56	49	55	48	67	75	61	62
From 30 to less than 60 min.	30	30	32	30	0	25	31	21
From 60 to less than 90 min.	10	8	9	8	16	0	8	17
90 min. or more	2	6	1	7	17	0	0	0
Working from home/ Live at the workplace	1	3	1	3	0	0	0	0
It depends where the client is/ Drives his own car	1	4	2	4	0	0	0	0
Undecided	0	0	0	0	0	0	0	0
Total	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q55. Do you work full time, part time or an internship?	Total		3 Years		5 Years		Dual System	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Full time	73	71	74	71	71	89	73	71
Part time	25	28	24	29	29	11	27	29
Internship	0	1	0	0	0	0	0	0
Undecided	2	0	2	0	0	0	0	0
Total	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q58. Do you have a contract at your current work?	Total		3 Years		5 Years		Dual System	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Yes	14	11	12	10	33	0	21	30
No	70	62	70	63	67	70	72	57
I work on my own and have social insurance	0	1	0	1	0	0	0	0
I work on my own and I don't have social insurance	16	26	18	26	0	30	7	13
Total	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q59. Job contract	Total		3 Years		5 Years		Dual System	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Yes	34	27	32	24	50	29	43	57
No	62	67	64	69	50	71	57	38
Undecided	4	6	4	7	0	0	0	5
Total	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed, expect for those who are self-employed

Q60. Medical insurance	Total		3 Years		5 Years		Dual System	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Yes	38	28	37	26	50	17	38	62
No	61	69	62	71	50	83	62	33
Undecided	1	3	1	3	0	0	0	5
Total	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed, expect for those who are self-employed

Q61. Social insurance	Total		3 Years		5 Years		Dual System	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Yes	22	17	20	15	33	17	23	52
No	73	78	73	80	67	83	77	43
Undecided	5	5	7	5	0	0	0	5
Total	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed, expect for those who are self-employed

Q62. Meals/ meal allowance	Total		3 Years		5 Years		Dual System	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Yes	40	43	35	41	83	29	54	67
No	59	55	64	57	17	71	46	33
Other	0	1	0	1	0	0	0	0
Undecided	1	1	1	1	0	0	0	0
Total	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed, expect for those who are self-employed

Q63. Transportation/ transportation allow- ance	Total		3 Years		5 Years		Dual System	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Yes	33	33	28	31	50	29	57	62
No	66	66	71	68	50	71	43	38
Undecided	1	1	1	1	0	0	0	0
Total	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed, expect for those who are self-employed

Q64. Housing/ housing allowance	Total		3 Years		5 Years		Dual System	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Yes	18	24	17	22	33	43	14	33
No	79	75	80	76	67	57	79	62
Undecided	3	1	3	2	0	0	7	5
Total	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed, expect for those who are self-employed

Q65. Nursery for worker's children	Total		3 Years		5 Years		Dual System	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Yes	6	3	7	3	0	0	0	5
No	92	93	91	94	100	100	100	86
Undecided	2	4	2	3	0	0	0	9
Total	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed, expect for those who are self-employed

Q66. Fixed salary	Total		3 Years		5 Years		Dual System	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Yes	68	74	68	73	83	83	64	86
No	32	24	32	25	17	17	36	14
Undecided	0	2	0	2	0	0	0	0
Total	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed, except for those who are self-employed

Q67. Financial rewards for performance	Total		3 Years		5 Years		Dual System	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Yes	46	46	42	44	50	71	69	67
No	54	52	58	53	50	29	31	33
Undecided	0	2	0	3	0	0	0	0
Total	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed, except for those who are self-employed or work for their families

Q68. Would you tell me what is your monthly income?	Total		3 Years		5 Years		Dual System	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Less than 500 EGP	6	8	6	9	16	0	0	4
From 500 to less than 1000 EGP	27	23	29	24	17	0	13	9
From 1000 to less than 1500 EGP	35	30	34	29	50	45	33	38
From 1500 to less than 2000 EGP	22	18	20	17	17	33	40	29
From 2000 to less than 3000 EGP	5	8	4	8	0	11	7	8
3000 or more	1	3	2	2	0	11	0	4
Refused to respond/ undecided	0	2	1	2	0	0	0	0
No fixed income	4	8	4	9	0	0	7	8
Total	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q69. To what extent are you satisfied with your current job?	Total		3 Years		5 Years		Dual System	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Very satisfied	20	23	18	22	43	33	22	25
Satisfied	53	54	57	54	28	56	43	63
Not satisfied	17	12	17	13	29	0	14	4
Not satisfied at all	7	7	6	7	0	11	14	8
Undecided	3	4	2	4	0	0	7	0
Total	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q70. To what extent does your current job show prospects for promotion and career progress?	Total		3 Years		5 Years		Dual System	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %
To a very large extent	6	10	6	9	0	22	8	13
To a large extent	23	22	22	22	17	34	23	25
To a small extent	21	17	20	17	50	22	23	21
To a very small extent	8	3	9	3	0	0	8	0
No prospects at all	37	42	36	43	33	22	38	33
Undecided	5	6	7	6	0	0	0	8
Total	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed



Q71. To what extent is your current suitable to your skills and qualifications?	Total		3 Years		5 Years		Dual System	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Very suitable	20	19	19	18	17	11	26	32
Suitable	39	41	40	41	50	56	20	40
Not suitable	20	22	19	22	33	22	27	16
Not suitable at all	21	16	21	17	0	11	27	12
Undecided	0	2	1	2	0	0	0	0
Total	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q72. To what extent does your current job is suitable to your school specialization?	Total		3 Years		5 Years		Dual System	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Very suitable	13	10	11	9	17	11	26	21
Suitable	12	22	13	21	33	33	0	33
Not suitable	19	20	18	21	17	11	27	13
Not suitable at all	54	47	56	48	33	45	47	29
Undecided	2	1	2	1	0	0	0	4
Total	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q73. To what extent does your current job is suitable to your personal circumstances and requirements?	Total		3 Years		5 Years		Dual System	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Very suitable	15	22	13	22	20	22	27	25
Suitable	48	47	48	46	60	56	47	46
Not suitable	21	16	21	17	20	11	13	17
Not suitable at all	15	13	17	13	0	11	13	8
Undecided	1	2	1	2	0	0	0	4
Total	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q74. To what extent does your current job match or close to your dream job?	Total		3 Years		5 Years		Dual System	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Very close	11	10	10	10	0	0	20	21
Close	24	25	22	25	28	33	27	25
Not close	18	17	17	16	43	22	13	33
Not close at all	46	45	49	46	29	45	40	21
Undecided	1	3	2	3	0	0	0	0
Total	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed

## Survey Results according to area of residence

Employment status of the graduates in the sample	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Don't work and search for a job	13	7	16	12	12	4	8	4	16	9
Don't work and don't search for a job	46	49	32	35	70	77	63	37	33	50
Yes, I'm working (continued working at the same place used to work at)	18	21	25	23	6	6	11	38	23	16
Yes, I'm working (searched for a job/ I got a job without searching)	23	23	27	30	12	13	18	21	28	25
Total	100	100	100	100	100	100	100	100	100	100

Q49. To what extent are you confident that you will find a job soon?	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Very confident	31	29	33	40	40	37	33	9	33	17
Confident	40	39	50	30	40	27	50	64	25	53
Not confident	17	23	17	24	20	36	17	9	8	18
Not confident at all	5	3	0	3	0	0	0	0	17	6
Undecided	7	6	0	3	0	0	0	18	17	6
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are unemployed and search for a job

Q50. Is this your first job?	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Yes	44	46	43	39	33	57	42	54	49	37
No	56	54	57	61	67	43	58	46	51	63
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q52. Do you work in the governmental, private, or public business sector, or are you self-employed?	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Governmental sector	1	1	2	2	0	0	0	1	0	1
Private sector	74	63	73	71	78	86	74	42	75	74
Public business sector	0	0	2	0	0	0	0	0	0	0
Self-employed	16	27	13	17	11	12	26	48	14	15
Family sector	9	9	10	10	11	2	0	10	11	9
Other	0	0	0	0	0	0	0	0	0	1
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q53. Do you work in the industrial, commercial, agricultural, or tourism sector? Or do you work in another sector?	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Industrial	32	37	39	36	30	26	33	41	22	35
Commercial	26	24	26	32	20	38	29	13	28	21
Agricultural	2	3	0	1	0	0	13	8	0	2
Service sector	35	29	32	27	50	36	21	29	44	28
Construction	1	3	0	2	0	0	4	4	0	7
Other	4	4	3	2	0	0	0	5	6	7
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q54. Please tell me on average how many minutes it takes you to arrive to your work from your residence?	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Less than 30 min.	56	49	53	48	67	59	65	50	54	44
From 30 to less than 60 min.	30	30	33	29	11	33	31	25	32	38
From 60 to less than 90 min.	10	8	9	11	11	0	4	10	14	4
90 min. or more	2	6	2	7	11	0	0	7	0	6
Working from home/ Live at the workplace	1	3	0	1	0	8	0	4	0	0
It depends where the client is/ Drives his own car	1	4	3	3	0	0	0	4	0	8
Undecided	0	0	0	1	0	0	0	0	0	0
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q55. Do you work full time, part time or an internship?	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Full time	73	71	80	70	78	84	74	67	61	71
Part time	25	28	20	28	22	16	26	33	33	25
Internship	0	1	0	1	0	0	0	0	0	3
Undecided	2	0	0	1	0	0	0	0	6	1
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q58. Do you have a contract at your current work?	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Yes	14	11	13	17	22	8	9	3	17	17
No	70	62	73	66	67	80	65	50	69	66
I work on my own and have social insurance	0	1	0	1	0	0	0	1	0	0
I work on my own and I don't have social insurance	16	26	14	16	11	12	26	46	14	14
Undecided	0	0	0	0	0	0	0	0	0	3
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed

I will tell you some benefits that employers provide and I would like to know if your employer provide ....?

Q59. Job contract	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Yes	34	27	35	38	38	14	29	11	32	32
No	62	67	61	60	50	68	71	87	68	56
Undecided	4	6	4	2	12	18	0	2	0	12
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed, except for those who are self-employed

Q60. Medical insurance	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Yes	38	28	29	33	37	14	29	16	55	41
No	61	69	69	64	63	86	71	83	45	51
Undecided	1	3	2	3	0	0	0	1	0	8
Total	100	100	100	100	100	100	100	100	100	100

Q61. Social insurance	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Yes	22	17	27	29	25	4	23	9	13	12
No	73	78	69	66	75	96	77	90	77	77
Undecided	5	5	4	5	0	0	0	1	10	11
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed, expect for those who are self-employed

Q62. Meals/ meal allowance	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Yes	40	43	35	41	63	45	50	47	34	41
No	59	55	61	59	37	55	50	52	66	53
Other	0	1	0	0	0	0	0	0	0	5
Undecided	1	1	4	0	0	0	0	1	0	1
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed, expect for those who are self-employed



Q63. Transportation/ transportation allow- ance	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Yes	33	33	27	38	50	14	47	22	29	48
No	66	66	71	61	50	86	53	77	71	49
Undecided	1	1	2	1	0	0	0	1	0	3
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed, except for those who are self-employed

Q64. Housing/ housing allowance	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Yes	18	24	10	21	22	7	35	38	19	23
No	79	75	84	78	78	93	65	61	81	72
Undecided	3	1	6	1	0	0	0	1	0	5
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed, except for those who are self-employed

Q65. Nursery for worker's children	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Yes	6	3	8	3	0	9	6	0	3	4
No	92	93	90	95	100	91	94	95	97	88
Undecided	2	4	2	2	0	0	0	5	0	8
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed, except for those who are self-employed

Q66. Fixed salary	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Yes	68	74	65	75	75	89	53	78	81	57
No	32	24	35	25	25	11	47	19	19	37
Undecided	0	2	0	0	0	0	0	3	0	6
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed, expect for those who are self-employed

Q67. Financial rewards for performance	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Yes	46	46	47	51	63	36	41	36	42	55
No	54	52	53	47	37	64	59	63	58	39
Undecided	0	2	0	2	0	0	0	1	0	6
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed, expect for those who are self-employed

Q68. Would you tell me what is your monthly income?	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Less than 500 EGP	6	8	3	4	22	37	13	6	0	4
From 500 to less than 1000 EGP	27	23	34	25	34	39	26	6	16	39
From 1000 to less than 1500 EGP	35	30	31	33	33	10	31	32	46	34
From 1500 to less than 2000 EGP	22	18	22	22	11	6	26	22	22	10
From 2000 to less than 3000 EGP	5	8	3	6	0	0	0	15	11	3
3000 or more	1	3	3	2	0	0	0	5	0	0
Refused to respond/ undecided	0	2	2	1	0	0	0	3	0	2
No fixed income	4	8	2	7	0	8	4	11	5	8
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q69. To what extent are you satisfied with your current job?	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Very satisfied	20	23	20	24	50	19	18	25	13	17
Satisfied	53	54	55	54	38	54	55	55	57	51
Not satisfied	17	12	12	12	12	17	18	10	24	16
Not satisfied at all	7	7	10	7	0	2	9	6	3	12
Undecided	3	4	3	3	0	8	0	4	3	4
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q70. To what extent does your current job show prospects for promotion and career progress?	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
To a very large extent	6	10	5	14	11	4	13	8	3	8
To a large extent	23	22	21	24	22	14	26	28	21	14
To a small extent	21	17	21	18	34	17	13	11	22	26
To a very small extent	8	3	7	3	0	0	13	4	11	1
No prospects at all	37	42	45	37	33	57	31	43	30	44
Undecided	5	6	1	4	0	8	4	6	13	7
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q71. To what extent does your current job is suitable to your skills and qualifications?	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Very suitable	20	19	21	18	30	10	22	24	13	15
Suitable	39	41	39	42	40	56	39	33	38	48
Not suitable	20	22	20	19	20	18	17	28	22	18
Not suitable at all	21	16	20	19	0	16	22	12	27	18
Undecided	0	2	0	2	10	0	0	3	0	1
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q72. To what extent does your current job is suitable to your school specialization?	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Very suitable	13	10	17	10	30	17	12	9	6	5
Suitable	12	22	12	19	20	20	13	26	11	20
Not suitable	19	20	22	20	10	20	25	22	11	20
Not suitable at all	54	47	49	50	30	43	50	42	69	54
Undecided	2	1	0	1	10	0	0	1	3	1
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q73. To what extent does your current job is suitable to your personal circumstances and requirements?	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Very suitable	15	22	15	25	33	24	17	23	8	12
Suitable	48	47	52	49	45	26	39	45	50	57
Not suitable	21	16	17	14	11	26	22	14	28	23
Not suitable at all	15	13	16	11	0	24	22	14	14	7
Undecided	1	2	0	1	11	0	0	4	0	1
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q74. To what extent does your current job match or close to your dream job?	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Very close	11	10	14	11	20	8	12	13	0	4
Close	24	25	15	28	30	27	29	25	30	17
Not close	18	17	21	18	20	4	13	13	17	32
Not close at all	46	45	48	42	30	53	42	44	50	46
Undecided	1	3	2	1	0	8	4	5	3	1
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q75. To what extent are you confident that you can maintain your current job??	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Very confident	46	54	48	57	56	48	46	61	39	38
Confident	33	30	35	29	33	42	38	28	31	28
Not confident	9	8	9	9	0	0	4	4	14	16
Not confident at all	9	6	5	4	11	10	12	6	11	10
Undecided	3	2	3	1	0	0	0	1	5	8
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q76. To what extent are you confident that you can find another job if you are to leave your current job?	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Very confident	42	35	39	37	50	33	50	31	38	41
Confident	28	28	36	25	25	35	29	36	19	17
Not confident	19	15	14	15	12	2	17	15	30	21
Not confident at all	7	15	8	13	13	16	4	14	5	17
Undecided	4	7	3	9	0	14	0	4	8	4
Other	0	0	0	1	0	0	0	0	0	0
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed

Q77. Find a job that is suitable to your qualifications	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Very easy	14	11	10	12	12	16	19	11	16	8
Easy	21	17	21	19	19	11	23	21	21	12
Difficult	44	34	43	36	44	28	39	29	49	43
Very difficult	17	32	21	27	19	36	13	36	14	31
Undecided	4	6	5	6	6	9	6	3	0	6
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be

Q78. Find a job in the governorate you live in	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Very easy	23	22	27	26	13	8	20	21	20	20
Easy	31	28	36	32	27	5	34	32	25	29
Difficult	28	22	21	23	27	34	30	20	39	16
Very difficult	14	23	10	15	27	42	13	23	14	31
Undecided	4	5	6	4	6	11	3	4	2	4
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be

Q79. Find a job in the governmental sector	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Very easy	8	4	5	4	7	8	10	2	12	5
Easy	8	7	8	10	0	0	7	4	10	9
Difficult	22	24	23	24	36	11	32	31	10	18
Very difficult	60	59	61	56	57	63	48	61	68	61
Undecided	2	6	3	6	0	18	3	2	0	7
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be



Q80. Find a job in the private sector	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Very easy	33	27	34	34	29	29	28	20	35	23
Easy	40	37	43	44	50	17	41	38	35	38
Difficult	18	18	17	12	14	11	19	24	18	22
Very difficult	7	13	5	8	0	31	9	15	10	11
Undecided	2	5	1	2	7	12	3	3	2	6
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be

Q81. Searching for and getting a job is more important than studying and attending training courses	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Strongly agree	21	25	23	27	13	28	20	20	18	27
Agree	30	32	24	29	34	25	32	42	39	26
Disagree	30	24	35	24	33	25	26	19	25	33
Strongly disagree	17	13	17	16	13	10	19	12	16	10
Other	0	2	0	1	0	6	3	1	0	1
Undecided	2	4	1	3	7	6	0	6	2	3
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be

Q82. It is better to work in any job available than to stay unemployed	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Strongly agree	71	72	70	69	50	73	84	74	74	78
Agree	20	21	20	24	36	23	13	18	20	18
Disagree	2	3	1	1	7	2	0	4	0	3
Strongly disagree	6	4	6	6	7	2	3	3	6	1
Undecided	1	0	3	0	0	0	0	1	0	0
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be

Q83. Job is not only about the salary but also professional development	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Strongly agree	62	63	65	60	62	76	71	59	55	66
Agree	34	32	30	36	38	10	29	38	43	26
Disagree	3	1	4	2	0	2	0	0	2	3
Strongly disagree	1	2	1	1	0	6	0	2	0	3
Undecided	0	2	0	1	0	6	0	1	0	2
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be

Q84. There are jobs in the market; I need to look for them	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Strongly agree	64	56	60	60	64	60	65	53	71	53
Agree	30	35	36	33	29	32	29	40	21	31
Disagree	5	4	3	2	7	0	3	5	8	9
Strongly disagree	1	3	1	4	0	8	3	1	0	3
Undecided	0	2	0	1	0	0	0	1	0	4
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be

Q85. Different jobs can meet your motives and interests	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Strongly agree	55	58	55	59	60	64	57	57	52	57
Agree	32	27	29	28	27	19	37	27	32	31
Disagree	7	7	9	7	13	14	6	6	4	4
Strongly disagree	5	6	4	5	0	3	0	6	12	5
Undecided	1	2	3	1	0	0	0	4	0	3
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be

Q86. My strengths help me to find the appropriate job	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Strongly agree	61	60	57	57	47	65	65	56	68	70
Agree	33	32	37	36	40	24	29	35	28	24
Disagree	4	3	5	4	6	0	6	4	2	4
Strongly disagree	1	3	1	2	0	11	0	2	0	0
Undecided	1	2	0	1	7	0	0	3	2	2
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be

Q87. No matter what, you prefer to find a job in the governmental sector	Total		Greater Cairo		Upper Egypt		Lower Egypt		Suez Region	
	B %	nB %	B %	nB %	B %	nB %	B %	nB %	B %	nB %
Strongly agree	58	62	55	63	60	84	48	55	67	60
Agree	29	23	32	25	20	8	29	26	27	24
Disagree	6	8	8	6	6	8	10	9	2	10
Strongly disagree	6	4	4	5	7	0	13	4	4	5
Undecided	1	3	1	1	7	0	0	6	0	1
Total	100	100	100	100	100	100	100	100	100	100

Percentage is out of those who are currently employed, unemployed and search for a job or who are in the military or expected to be

## Notes

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The German Cooperation



The Italian Cooperation



The Global Affairs Canada



TawgiH

